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Monitor Newsletter November 14, 1988

Bowling Green State University

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Monitor

Vol. XII., No. 20

Bowling Green State University

November 14, 1988

A new view for Firelands College: Arboretum project starts

Ground has been broken for Phase I of the McBride Arboretum at Firelands College.

The arboretum is named in honor of Dr. James H. McBride, who was the director of Firelands College when it opened in 1968 and named dean in 1971. He retired in 1973 but continued to work part-time on the campus until 1983, serving as coordinator of the Office for Community Services. McBride continues to reside in Huron.

The arboretum will be located on the west side of the college grounds and will cover approximately 20 acres. It is designed as an educational and recreational facility that will serve the area community and be an environmental classroom opportunity for elementary and secondary schools.

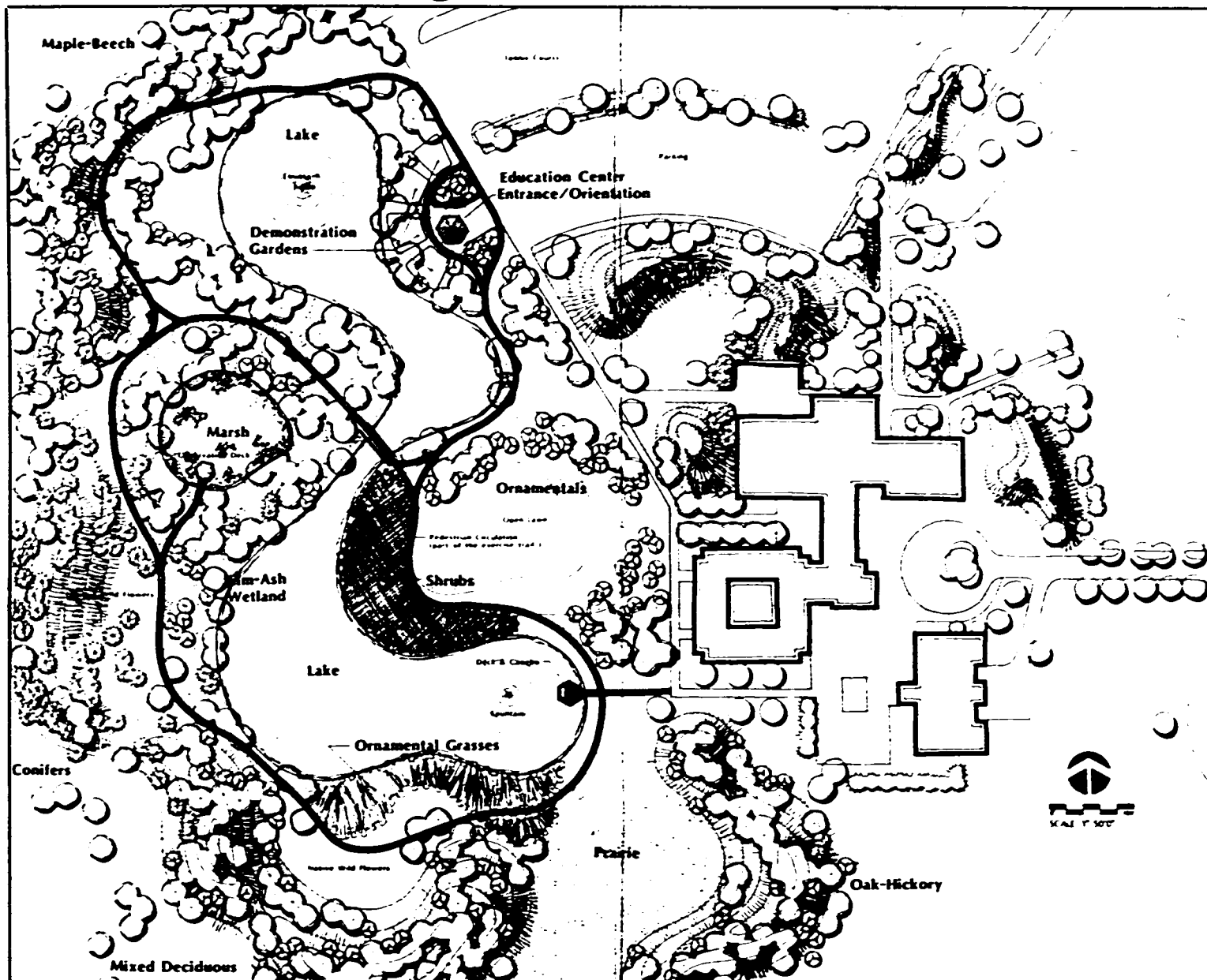
The location also will provide a place for the arts, with a variety of settings for performances, exhibits and outdoor classes for landscape design and nature's art.

The structured design features include a remodeled entry court and Firelands Plaza; an arboretum entry alley and signage; an orientation pavilion with educational exhibits and information about the arboretum; and demonstration gardens with test plots for student and faculty studies and display.

Vegetation around the lake will reflect the primary groups in the Firelands region and will include a beech forest, and elm-ash swamp forest, a mixed oak forest and freshwater marshes.

The arboretum plan, designed by Behnke Associates Inc., a Cleveland landscape firm, calls for a central lake surrounded by contoured mounds, trees, shrubs and prairie.

Phase I involves the excavation of the lake and contoured mounds, as well as the grading. The construction is being made possible by donations of labor and equipment by the S.E. Johnson Company of Maumee and Kokosing Construction Company, Inc. of Fredericktown. Completion of the first phase is expected in spring 1989.



During the next 20 years, Firelands College's backyard will be transformed into a unique natural educational site featuring a series of gardens, lakes and earth mounds covering approximately 20 acres. The James H. McBride Arboretum is named in honor of the first dean of the college and will be developed through donors gifts.

The entrance will be at the west end of the college's north parking lot which is accessible from Boos or Rye Beach Roads.

Planning for the arboretum has been

in the process for eight years and has been directed by the James H. McBride Arboretum Board which is composed of Huron-area citizens.

Funding for the arboretum will come

from community donations. It is expected that the construction will continue in phases as funds become available during the next 15 to 20 years.

The Social Philosophy and Policy Center receives \$3 million donation

The Social Philosophy and Policy Center has been awarded the largest grant in the history of the University, a \$3 million endowment grant from the Stranahan Foundation of Toledo. President Olscamp announced last week.

Dr. Fred Miller, executive director of the center, said the primary purpose of the grant will be to expand the center's resident scholars program, which will be named the Stranahan Institution on Politics and Philosophy. A second purpose is to create the Stranahan Chair in Social Philosophy and Policy.

The center, formed in 1981, is an interdisciplinary research group that stimulates thinking and study on issues in which ethical and philosophical considerations play a role in the determination of public policy.

"We are thrilled to receive such a generous gift from the Stranahan Foundation," Olscamp said. "Clearly, it speaks very highly of our Social Philosophy and Policy Center to be able to attract such tremendous support for its academic endeavors. Such a gift will help to continue developing programs which have become internationally recognized."

The grant is the sixth the center has received from the Stranahan Foundation, totaling \$4.4 million.

R.A. Stranahan Jr., chairman of the board of Champion Spark Plug Company and a trustee of the Stranahan Foundation, said, "We are delighted to support the center which is the largest and most distinguished organization of its kind in the United States. Its contributions to the philosophical analysis of public policy questions have been internationally recognized."

Dr. Jeffrey Paul, associate director, supervises the center's highly successful fund-raising efforts. In the past seven years the center has received 105 grants amounting to approximately \$7.75 million from 37 different sources. The most recent grant from the Stranahan Foundation will bring the center's total endowment to approximately \$6 million.

Miller said the new endowment grant will enable the center to enhance and expand its programs, particularly the resident scholars program. "The center already has brought to Bowling Green highly esteemed scholars from England

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Jaak Panksepp talks with some of his colleagues following his address on "The Emotional Brain" which he delivered last week as the University's second Distinguished Research Professor. He is widely considered to be a pioneer in the areas of motivation and psychobiology and the biochemistry underlying social behavior.

To smoke or not to smoke: Policies vary in each building

If you are a smoker on campus, you might find yourself out in the cold--literally. Since last year, several buildings on campus have been declared off limits to smokers and the only alternative is to go outside to light up a cigarette. More and more smokers are being told if they want to smoke, they are going to have to leave the office.

According to Philip Mason, executive assistant to the president, the University does not have a uniform smoking policy, but there are some guidelines. State law prohibits smoking in places of public assembly, which includes enclosed theatres, auditoriums, elevators and classrooms.

"In essence, our policy has always been that there is no smoking in classrooms or labs," Mason said. "Otherwise it is up to the person in charge of the building to determine what the policy should be there. Maybe we need a campus policy."

He said his office receives some occasional requests to ban smoking campus-wide or develop a uniform policy, usually corresponding with the release of a report or study on the dangers of secondhand smoke. "We haven't been flooded with requests but we always get a few more each year," he said.

Some administrators have taken the issue into their own hands. President Olscamp has banned smoking from the second floor of McFall Center. Dr. Joshua Kaplan restricts it from the medical area of the Health Services building. Dr. Terry Parsons, director, said no one has been allowed to smoke in the Student Recreation Center since the day it opened.

"The building was designed to be a place that promotes fitness and wellness," Parsons said. "We don't allow drinking or junk food either. We try to encourage this as a place that has an alternative atmosphere from all of that."

Although there is no specific state law pertaining to smoking in libraries, Dr. Rush Miller, dean of library and learning resources, said the smoke is hard on books and other library materials. Students are prohibited from smoking in the libraries, but employees may light up in designated areas. "We discourage it, but if an employee has a private office, they may smoke there."

Until last year, employees of almost every building could find some corner where they could indulge in their habit. But in March, Dr. Roger Bennett, dean of the College of Education and Allied Professions, decided to entirely ban smoking from the Education Building. Even smokers with their own offices couldn't shut the door and light up a cigarette.

Poor ventilation in the building had long been a source of problems and Bennett said an air quality committee had been appointed several years ago to investigate solutions. Since the building's system is designed to continually recirculate the existing air inside, the committee found that designating smoking areas did not solve any problems. They eventually made the suggestion that all smoking in the college be banned.

The question of whose rights should prevail was the topic of several faculty/staff meetings and after hearing both sides, Bennett said he made the final decision to eliminate all smoking from the building.

Enforcing it has not been a problem, although he said more waste receptacles have been put outside the building to handle the increase in discarded cigarette butts.

"Everyone has been very receptive of the policy," Bennett said. "I've even received a couple letters thanking us for making the policy, and the air quality does seem to be better."

"I've noticed when I'm in other places around smokers now, I'm more aware of the smoke. I wouldn't be surprised if it eventually becomes a University-wide policy. Society seems to be more sensitive about smoking."

After a faculty vote, smoking also was banned in Johnston Hall and the Home Economics Building. Dr. Deanna Radeloff, chair of home economics, said the majority of the faculty in the two buildings were not smokers and had complained about the building's poor ventilation.

Radeloff said employees were given some time to prepare for the policy to go into effect. "The first few months were difficult," she said. "But eventually everyone accepted the fact that this was a no smoking area."

Most recently, the Student Services Building has implemented a complete no smoking policy. Dr. Mary Edmonds, vice president for student affairs, said air ventilation in the totally sealed building was the primary reason, but just as important, she said, was the reason that secondhand smoke has been found to be hazardous to non-smokers' health.

"It doesn't matter if you have designated smoking areas in the building, eventually the smoke is going to be recirculated throughout the entire area," she said. "If we are going to promote a drug-free society, we have to get rid of nicotine because that is a drug."

Edmonds said not everyone was happy with the policy and she had been invited to a meeting to discuss complaints with some of the classified employees who work there. "I'm willing to discuss it but I don't see any other healthy alternative," she said.

While faculty and staff are conforming to areas where smoking is allowed or not allowed, students have some options in the residence halls, also. Jill Carr, director of housing, said students can request to be placed in a non-smoking area and the number of requests is steadily rising. She said there were 3,500 requests for non-smoking rooms for the 1988-89 academic year.

"Eventually we'd rather reverse the norm and make it so that the majority of areas were non-smoking and smokers would have to request a smoking area," Carr said.

Non-smoking areas can consist of an entire floor or a certain section of the floor depending on the number of requests. If there are only two smokers in the entire building, their room would be the only area where smoking would be permitted, Carr said.

Dining halls also are sectioned into smoking and non-smoking areas.

But does sectioning areas really keep the smoke out of non-smokers' eyes? Lewis Johnson, environmental services, says no. "There's a false perception about non-smoking areas, that if you stay in that section you won't have to breathe the smoke," he said. "But most buildings have ventilation systems that have a central mixing box where all of the air is brought together and recirculated. Eventually you're going to be exposed to secondhand smoke--there's no avoiding it."

Many of the buildings on campus are old and have poor ventilation, he said. Air handling systems vary from buildings like the Administration Building that has central air that is pulled in from one vent and pushed out another, and buildings like South Hall that keeps recirculating the same air inside.

"Buildings that permit smoking should at least have central air so the smoke can continually be flushed outside," Johnson said. "To be truly effective, you'd have to have smoking areas that are on different ventilation systems so the smoking air is never flushed through the non-smoking air."

He calls a designated no smoking area simply a "cosmetic fix." "From a health standpoint, to have a non-smoking area in the same room where there is a smoking area is ineffective because the polluting agents are still in that enclosed space," Johnson said.

As an environmentalist concerned with pollutants in the air, Johnson said he would like to see BGSU become a non-smoking campus, but thinks it would be difficult to enforce. Such a policy would have to be visibly promoted by the administrators, he said, and motivations to stop smoking would have to be offered to get the program started. He suggested incentives such as giving better offices and residence halls to non-smokers, providing counseling programs for smokers who want to quit their habit or even offering a monetary reward to those employees who do quit.

It would be worth the money if some smokers quit, he said, because eventually there would be a substantial savings in health care, a decrease in absenteeism, an



increase in work productivity and cleaner air on campus.

"The number one thing you can do to help improve someone's health is to help him or her quit smoking," Johnson said. "Smoking is directly related to a higher frequency of viruses and colds, heart attacks and lung cancer. Tobacco smoke has more affect on a person than asbestos, PCBs or chemical handling."

Dan Parratt, manager of environmental services, also would like to see smoking banned from the campus, but said it is a sensitive issue.

"People should be allowed to take risks if they want, and most smokers have heard about all the dangers of smoking and still choose to smoke. That is their right," he said. "But in this case, it is a risk they are making people in the same area take with them. With the ventilation systems we have in the buildings on campus, there is no way we can control who is affected by the smoke."

However, if smoking was banned on campus, Parratt said he doesn't think there would be much opposition to it. He cited when the City of Toledo banned smoking in all city buildings, few people initially complained and implementation was relatively smooth.

"I don't think it is a difficult issue," he said. "I think it would meet with the approval of the majority of the University community and it would probably be applauded by the parents who send their kids here."

Frequently inhaled secondhand smoke is harmful to non-smokers

If Dr. Joshua Kaplan, director of Health Services, never saw another cigarette in his life, he would be a very happy man. Talking to him about smoking is like talking to him about his worst enemy.

"The more you are exposed to cigarette smoke, whether you are a smoker or non-smoker, the more chance you have of getting lung cancer," Kaplan said. "Non-smokers have to put up with smoke at a lot of places, like offices, restaurants, bars, outdoor sporting events, etc., and if they want to be there there's not a damn thing they can do to avoid inhaling the smoke."

Kaplan said smoking is an addictive health danger that surprisingly has continued to be accepted by society while other less dangerous pollutants are not. "It's ludicrous to spend millions of dollars on removing asbestos that exists in some buildings, but ignore the cigarette smoke which is in virtually every building," he said.

Whether a person is a smoker or is simply inhaling secondhand smoke, Kaplan said his or her health and work productivity is going to be affected. People inhaling smoke on a regular basis are more susceptible to colds and viruses besides the more serious side effects of heart attacks and lung cancer.

Kaplan cited a 1986 report in *The New England Journal of Medicine* that discussed smoking in the workplace. The report said studies have "consistently shown that employing smokers costs a company substantially more than employing non-smokers." One report said it could cost as much as an additional \$336 to \$601 per year to employ a smoker.

In another study which surveyed 900 of the employees of the New York City Department of Health, 31 percent of the males and 28 percent of the females were smokers. Regarding employee attitudes toward smoking in the workplace, 63 percent of all respondents said they were annoyed when other employees smoked nearby. Of non-smokers, 38 percent said that when exposed to tobacco smoke, they would like to ask smokers to stop but were hesitant to do so.

Overall, 82 percent of the respondents (including 69 percent of smokers) indicated that smoking in the workplace should be either limited or banned. Of the smokers, 46 percent indicated they would quit or reduce their smoking if workplace smoking was restricted.

Kaplan thinks the New York survey results are indicative of the attitudes at many workplaces. However, he said currently few employers seriously investigate the effects smoking has on their businesses.

He said each year more than 300,000 premature deaths in the United States are directly attributable to tobacco use, particularly cigarette smoking. According to the 1986 Surgeon General's Report on the health consequences of involuntary smoking, "the magnitude of the disease risk for active smokers suggests that the lower doses of smoke received by involuntary smokers also puts them at risk."

The Surgeon General's report made three major conclusions: involuntary smoking is a cause of disease, including lung cancer, in healthy non-smokers; compared with children of non-smoking parents, children whose parents smoke have an increased frequency of respiratory symptoms and infections; and simple separation of smokers and non-smokers within the same air space may reduce but does not eliminate inhalation of smoke.

The Surgeon General concluded the report with the statement, "Cigarette smoking is an addictive behavior, and the individual smoker must decide whether or not to continue that behavior; however, it is evident from the data presented that the choice to smoke cannot interfere with the non-smokers' right to breathe air free of tobacco smoke."

Kaplan is strongly in favor of eliminating smoking from all campus buildings. He said he thinks there might be an initial outcry of opposition from smokers, but eventually most of the University community would willingly accept the policy.

"It would only be to everyone's advantage," Kaplan said. "How can you argue against healthy living?"

Annual Report of the President 1987-88

Preface

This is the sixth *Annual Report of the President* and it follows a format similar to the previous ones. After a general introduction, the Goals for each operating division set last year are reviewed and their status reported. Because many of the goals set in last year's annual report would take more than one year to implement, we have used the categories "Some Progress," "Considerable Progress," "Achieved" and "Not Achieved" to indicate the status of the goals. Also, each operating division's status report on its 1987-1988 goals is followed with some of the more interesting "Additional Accomplishments." After this, the targets assigned to each operating division and to my office for the 1988-1989 year are listed.

The usual procedure of choosing the goals for 1988-1989 in consultation with the vice presidents and others in each division of the University has been followed. Also, I have assigned additional targets to each division over and above those recommended by operating officers. In every case, however, the targets which have been assigned have been agreed to by the officials charged with the responsibility of achieving them.

Part I Introduction and General Observation About 1987-88

Overall, 1987-88 was an excellent year for the University. Certainly, one of the highlights was the University's performance in the Ohio Board of Regents' Selective Excellence Program competition, which included receipt of a second Eminent Scholar Award, this time in Social and Moral Philosophy. The award provides \$500,000 from the Ohio Board of Regents, which is to be matched by the University. The match has already been arranged.

The University's overall academic excellence was indicated by the fact that four departments--philosophy, psychology, sociology and biological sciences--had finalists in the Eminent Scholar competition. Several universities had no finalists at all, and when one considers that only nine Eminent Scholar awards are given each biennium, we can be truly proud of our University's performance. It is interesting to note that only Ohio State and the University of Cincinnati have received more Eminent Scholar awards than Bowling Green. With Eminent Scholars now located both in the humanities and the science divisions of the College of Arts and Sciences, the University has demonstrated that it is a force to be reckoned with in breadth as well as in depth, and across the academic curriculum.

In addition to the Eminent Scholar awards, the University received two Program Excellence Awards from the Ohio Board of Regents: \$116,250 for the



The cast of "Kubuki Othello," composed of students from the University of Illinois, visited the campus in February and presented performances for area school children.

management department, and \$146,500 in visual communication technology.

In the Selective Excellence program's Academic Challenge competition, the University received \$367,371 in biological sciences for genetics and molecular biology; \$235,239 in computer science for software engineering; \$227,750 in musical arts for contemporary music; \$169,953 in psychology for organizational psychology, and \$100,000 for program development at Firelands. These funds total \$1,100,313.

Finally, the University received a Research Challenge Award of \$302,858, bringing the biennial total for the Board of Regents' Selective Excellence awards at Bowling Green to \$2,165,921.

The Ohio Board of Regents' Selective Excellence awards originated in the 1983-1985 biennium, and in the course of the next three biennia Bowling Green has won \$4,463,936 in this competition. This is a significantly larger amount than some of our sister universities, including Cleveland State University, Kent State University, Miami University, the University of Toledo and Wright State University. I am exceedingly proud of the faculty of this great University. They deserve our honor and respect.

If our success in the Selective Excellence competitions represents the zenith of the year, Bowling Green's state subsidy is the nadir. The University received a miserly 0.49 percent increase in its overall state subsidy, the lowest of

any state institution. In comparison, the University of Toledo, at more than 7 percent, received the largest increase. The reasons for this phenomena are complex, and are due mainly to the programmatic and student mix of Bowling Green as compared to other institutions. Nevertheless, no one in either the Board of Regents or the universities anticipated such a disparity in the application of the subsidy formulas as occurred this year. The University exerted every effort to gain additional state funding and to economize as soon as we realized the true magnitude of the financial situation. We reduced the personnel budget during the course of the fiscal year by more than \$1 million and doubled the carryover into next year's reserve at the same time. A hiring freeze was in effect all year, with no new positions being added outside the faculty, and the filling of any vacant position has required the unanimous approval of all vice presidents and the president.

Predictions for funding during this fiscal year are somewhat less threatening, since we anticipate an approximate 3 percent increase in state subsidy. Nonetheless, the 0.49 percent increase last year was a major factor leading to one of our largest fee increases in recent years. The Board of Trustees, upon recommendation of the Administration, approved a 12.3 percent increase in instructional and general fees at its May, 1988 meeting.

We hope very much that it will not be necessary to recommend such large fee increases again in the future. There are several factors though that will make fee

increases difficult to avoid. Currently, faculty salaries at Bowling Green are the lowest among the state doctoral-granting institutions; a situation that cannot be allowed to continue. At the same time, we cannot reduce staffing very much more without expecting programmatic consequences to occur as a result, and although there are doubtless efficiencies which can be achieved over and above those we have instituted already, there is a limit in terms of really significant savings to be achieved by reducing the staff. Meanwhile, costs continue to increase at a rate that is disproportionately high when compared to the state subsidy increase. The bottom line is really simple: unless the state increases its subsidy to Bowling Green, fee increases will continue to rise at an unusually high rate.

A REVOLUTION FOR EXCELLENCE

In spite of this temporarily difficult situation, a genuine revolution has been occurring in both the capacity and the performance of Bowling Green in both the national and statewide higher educational theaters. Some evidence of this was presented in the brief discussion of the University's success in the Ohio Board of Regents' Selective Excellence competition. But in fact this same level of success is being reflected throughout the University in a broad array of faculty activities, construction, library holdings, minority recruitment efforts, and many other areas. I would like to give you some information about the incredible changes which have occurred at Bowling Green in the last six years. Since that period coincides with my presidency of the University, I would like to emphasize that hundreds, and in some cases, thousands of people had to be involved in each and every area in order to accomplish what has been done. I am proud to be associated with the individuals who have achieved these truly incredible results.

Capital Budgets

The funding received from the State of Ohio in support of University capital projects during the last six years has been impressive. Indeed, that total is nearly three times the amount received in any six-year period in the history of the University. From 1971-1976 the University received \$11,680,500 in capital improvement funds from the State of Ohio. If one considers 1977-1982, the figure is \$14,382,500. But in the period from 1983-1988, capital improvement dollars from the state totaled \$42,826,500. The University, from its own resources, has committed \$23,626,877 for capital improvements in physical plant and general educational facilities. The following data illustrate the revenue flow for capital projects at Bowling Green from 1971-1988:

University Library

In 1982, Bowling Green was last by a considerable margin in terms of volumes held in our library as compared to the other three "corner" universities, Kent State University, Miami University and Ohio University. The 1982 collections, in order of their size, were:

1. Kent State University 1,437,457
2. Miami University 921,304

3. Ohio University 876,794
4. Bowling Green State University 710,614

In just six years, Bowling Green has significantly increased the number of volumes held in its libraries, and the comparative result with these same institutions as of June 29, 1988, is:

1. Kent State 1,609,598
2. Bowling Green 1,457,569
3. Miami University 1,100,000
4. Ohio University 1,074,050

Computing

Nowhere is the revolution at Bowling Green more evident and more demonstrable than in computing. One comparison alone proves this beyond any reasonable doubt.

In 1982, there were 304 computer terminals on the Bowling Green main campus. Today, there are 2,568. Prior to July 1982, more than 62 percent of the microcomputer/terminals purchased were "dumb" terminals. Of the equipment purchased after July 1982, more than 85 percent are intelligent devices; that is to say, they are true computers rather than simply terminals.

In July 1982, mainframe computing capacities at the University would permit a total of 2.2 million instructions per second. Today, 14.3 million instructions per second are possible and that does not include the hookup with the Cray Supercomputer through the Ohio Supercomputing Network. The breakdown is as follows.

In July 1982, mainframe capacities were:

- IBM 370/158 0.8 million instructions per second
- DEC 2060 1.4 million instructions per second

Total 2.2 million instructions per second

The current mainframe capacities are:

- IBM 4381 6.5 million instructions per second
- IBM 4341 1.4 million instructions per second
- DEC VAX 8530 4.2 million instructions per second
- DEC VAX 785 1.2 million instructions per second
- DEC VAX 780 1.0 million instructions per second

Total 14.3 million instructions per second

Lest anyone think that the primary beneficiaries of this massive computerization are faculty and other researchers, I should note that the greatest utilization of these new machines occurred in the instructional area. Because of the increased availability and power of microcomputers, use of the mainframe computer for instructional purposes has declined somewhat. Nevertheless, the

following areas still access the mainframe as a part of classroom instruction: radio-television-film; psychology; management; statistics; information systems and finance and insurance.

In the College of Arts and Sciences, all departments but one use computers for instruction. These applications include such subjects as computer graphics (art); computer cartography (geography); computer applications in geology (geology); empirical research design (IPCO) and quantitative methods (history).

In the College of Business Administration, the following departments use computers for instructional purposes: accounting and management information systems; applied statistics and operations research; business education; economics; finance and insurance; legal studies; management and marketing. The actual utilization varies from being required of all students in all sections of all courses to being used only in certain sections of a course. But every department is involved, and that involvement grows each year.

In the College of Education and Allied Professions, a 15-station computer classroom is used for Computer Applications in the Classroom, a course required of all elementary education majors and recommended for other teacher education specializations. Students also use computers in art education classes for graphics and paint programs; in business education classes to learn to teach word processing; in communication disorder classes to analyze speech patterns; in methods courses to learn teaching skills such as writing objectives; in home economics for students' research statistical work; in fashion merchandising and textiles to do color analysis programs; in library and educational methods to learn cataloging and circulation systems; in music education to practice skills on synthesizers and computer controlled instruments; in HPER where tutorials are used to analyze physical skills, and in reading so that graduate students may tutor students in reading skills and analyze reading tests.

In the College of Health and Human Services, the gerontology program uses computers for simulation of management decisions utilizing standard programs, and teaching of basic research skills in gerontology. Medical technology uses computers during Phase I instruction for statistical analysis, tutorial review and as integral components of lab instruments. The clinical practicum computers are also utilized to order tests, generate lab reports and process patient results. Environmental health uses computer simulation of a variety of standardized tests used in environmental health. Communication disorders uses standardized clinical programs in language and basic research skills in speech science and audiology.

In the College of Musical Arts, the department of music education has committed a large part of its resources to the purchase of the latest in computerized electronic technology for application in the school music setting. These purchases have included several music synthesizers, a video disc playback unit, pitch and rhythm development devices, computers,



Faculty Senate observed the 25th anniversary of its founding in March with a ceremony honoring past chairs and recipients of the Faculty Senate Distinguished Service Award. Gov. Richard Celeste delivered an address and later cut a cake at a reception with Chair Ralph Wolfe, Trustee Virginia Platt and President Olscamp.

and an electronic wind instrument. A classroom will be remodeled to serve as a technology center for music education majors. In addition, the class piano instructional area has acquired electronic keyboards, synthesizers and computers for group instruction purposes. This facility now ranks as one of the most modern in the nation.

In the College of Technology, computers are used in several classes in each of the program areas in construction management and technology; design technology; electronic technology; manufacturing technology; visual communication technology, and in the career and technology education graduate program.

At Firelands computers are used for instructional purposes in the following areas: MIS; computer science; manufacturing technology; electrical/electronic engineering technology; business education and business management technology; English 110, 111, 112; mathematics, health information technology; learning achievement center, and community services.

Academic Scholarship Support

Academic support services for students have also changed dramatically. For example, there were 479 academically-based scholarships available to the general student body at Bowling Green in 1982 and today there are 663, a 38 percent increase. The total amount of academically-based scholarship money available for allocation to students who win these awards was \$780,620 in 1982, and today it is \$1,181,406, an increase of more than 50 percent.

In 1982 there were six National Merit Scholarship award winners at the University. This fall we expect that there will be 53 National Merit Scholarship award winners, including 38 finalists and 15 semi-finalists.

Endowment Growth

The increase in academic scholarships has been made possible, among other things, by a dramatic growth in the funds used as endowment by the University. This, in its turn, was made possible by intensive efforts to successfully complete the 75th Anniversary Fund drive (as you may recall the drive raised \$3 million more than the \$12.5 million target), to enhance the number of Alumni Chapters sponsoring scholarships, to increase the base amount raised each year through our annual fund drive, and by the efforts of certain major centers, such as The Social Philosophy and Policy Center. Funds used as endowment at the University from 1982 to 1988 have improved as follows:

ENDOWMENT FUNDS

Source	1982-83	1987-88
Foundation	\$1,912,567	\$9,067,425
University Internal	\$ 0	\$8,550,000*

TOTAL \$1,912,567 \$17,617,425

* Because 1987-88 accounts are not final, this figure is based on a projection provided by the treasurer.

Given these totals, it seems quite reasonable to foresee that the University will reach 20 million dollars in endowment funds in the near future. In this connection, it is worth recalling the debt restructuring of University Dormitory Revenue Bond Issues which was completed three years ago. As the result of the investment of the proceeds of this refinancing in United States Government securities, Bowling Green will receive in the range of \$35 million in uncommitted funds by the year 2000. Therefore, it is fairly safe to predict that within 12 years Bowling Green will have funds usable as endowment in excess of \$55 million. This would make Bowling Green the third best endowed public university in Ohio.

Minority Student Support

In percentage terms and in real dollars the improvement in support funding available for minority students has improved in an equally startling way. In 1982-83, there was approximately \$261,000 available for scholarships and awards for minority students. Today that number is \$472,400. Of equal interest is that almost all of the money which has been added since 1982 is for academic achievement scholarships rather than for financial need. We do not have a serious problem meeting the needs of students who come from families whose incomes qualify them for federal financial aid, Ohio Instructional Grants, or one of the several loan and employment programs the University operates. The annual total for overall support in all of our financial aid programs now approaches \$29 million. What we need are ways to challenge minority students to compete academically, and we are starting to succeed in that endeavor.

Faculty Excellence

The role of the faculty in achieving these new heights of support for our academic program cannot be overemphasized. Without them, for example, the achievement of computer literacy on campus would not have been possible, nor would the revisions of the curriculum that are detailed in this report. The high qualitative requirements of the tenure and promotion system would not be sustainable, and we would not have been able to attract the superbly qualified new faculty members who have come to Bowling Green in large numbers over the last six years, without the hard work and dedication of Bowling Green faculty.

Since 1982, 168 new full-time faculty members have joined the Bowling Green State University staff; 90 percent possessed the Ph.D. or the highest degree that it is possible to earn in their field.

This is probably the most important fact presented in this report, for in the long run the most basic contribution any administration can make to a University is to monitor carefully the quality of faculty hired into full-time, tenure-track positions.



Carlos Reyes, custodial supervisor, cleared snow from sidewalks around University Hall.

In this respect, the Office of Academic Affairs, the deans and the chairs of the departments deserve great praise.

A significant percentage of these new faculty members were already involved in research as well as teaching when hired. Their contribution to the University and the considerable effect they have had in encouraging others to pursue new knowledge may be illustrated by the following chart which details a six-year comparison in outside grants and contracts awarded to the University. The number of dollars coming to the University through these channels has almost doubled in just six years.

It is interesting that the number of research proposals submitted by the faculty since 1982, though it has increased very significantly (by more than 21 percent), has not increased at the same ratio as the dollars coming to the University. The difference can be seen in the column, "Awards Made." A much larger percentage of the grant proposals being prepared on the campus and submitted are being successful in attracting support dollars from outside the University. A very significant contribution has been made in this area by the Office of Research Services which assists faculty members in preparing grant applications.

The expansion of the University's doctoral programs from nine in 1982 to 14 in 47 specialty areas today is also an important causative factor in the improved research performance of faculty at the institution, as well as being in itself a dramatic illustration of the competency and reputation of the faculty. To implement a new doctoral program, statewide support from all graduate deans, plus outside favorable program review, and Ohio Board of Regents' approval is necessary, in addition to University Board of Trustees agreement.

Research Services Office
Six Year Comparison Summary
FY1982-83 through FY1987-88

			\$
	Proposals Submitted	Awards Made	Awarded in Restricted Funds
1982-83	301	102	3,501,333
1983-84	313	118	4,225,360
1984-85	319	151	4,841,247
1985-86	303	133	4,905,550
1986-87	382	160	4,241,773
1987-88	366	187	6,593,640

Additional Items of Interest

Each year I try to mention certain individuals whose accomplishments bring honor upon the University as well as themselves. In May 1987, Dr. Arthur G. Neal was appointed a Distinguished University Professor and a Convocation was held to honor him in November. Dr. Jaak Panksepp became the University's second Distinguished Research Professor, and will present a speech outlining his research early in the fall semester. Dr. Douglas C. Neckers was honored as the third recipient of the Paul and Ruth Olscamp Research Award. Dr. Elizabeth Algeier was honored this spring with the Master Teacher Award. We are proud and honored to be their colleagues.

Dr. Haruo Takata was in residence in the biological sciences department as Distinguished Visiting Professor from September to April.

This year marked the 25th Anniversary of the Faculty Senate at Bowling Green. Governor Richard Celeste addressed the faculty on this occasion. The late Dr. Grover Platt, founder of the modern University Senate, was honored with a plaque which now hangs in the McFall Center Assembly Hall, where the Faculty Senate normally meets. Also on the wall are plaques listing the secretaries and chairs of the Faculty Senate since its inception. This very important event in the history of this University will also be celebrated throughout the coming year. The Chair of the Senate, Professor Bartley Brennan, has designated this "The Year of the Charter." The Academic Charter, as we all know, is the University's fundamental internal governance document.

Students, as always, added some outstanding performances. Timothy Bodnaric received the signal honor of being named Student Teacher of the Year by the National Education Association, and was honored at its annual meeting. Theresa Matyus won a regional award in the Academy of Television Arts and Sciences' Frank O'Connor Memorial College Television Awards Competition. Graduate student Larry Jones is one of only 200 interns selected from more than 1,600 applicants for participation in the prestigious Presidential Management Intern Program, conducted by the federal government. Senior accounting major Rhonda Metzger is one of only 40 students nationally to receive a \$2,500 Arthur Carter Scholarship from the American Accounting Association. A Bowling Green team under Dr. Martha Rogers won second place, undergraduate category, in the Annual Philip Morris Marketing/Communications Competition. The University's Advertising Club won top honors in the American Advertising Federation's 1988 College Chapter Achievement Competition and was named Chapter of the Year--the first time such an overall honor has been conferred.

For the eleventh year, Buckeye Boys State was held at Bowling Green. More than 1,400 boys attended, and almost every important state official addressed the meeting, as is the custom. I held discussions with the American Legion leadership of Boys State, and I am very hopeful that they will agree to continue to hold their meetings on our campus for the foreseeable future.

A union election was held in February of 1988 with the result being 175 classified employees choosing "no representation," and 89 voting in favor of the Communication Workers of America.

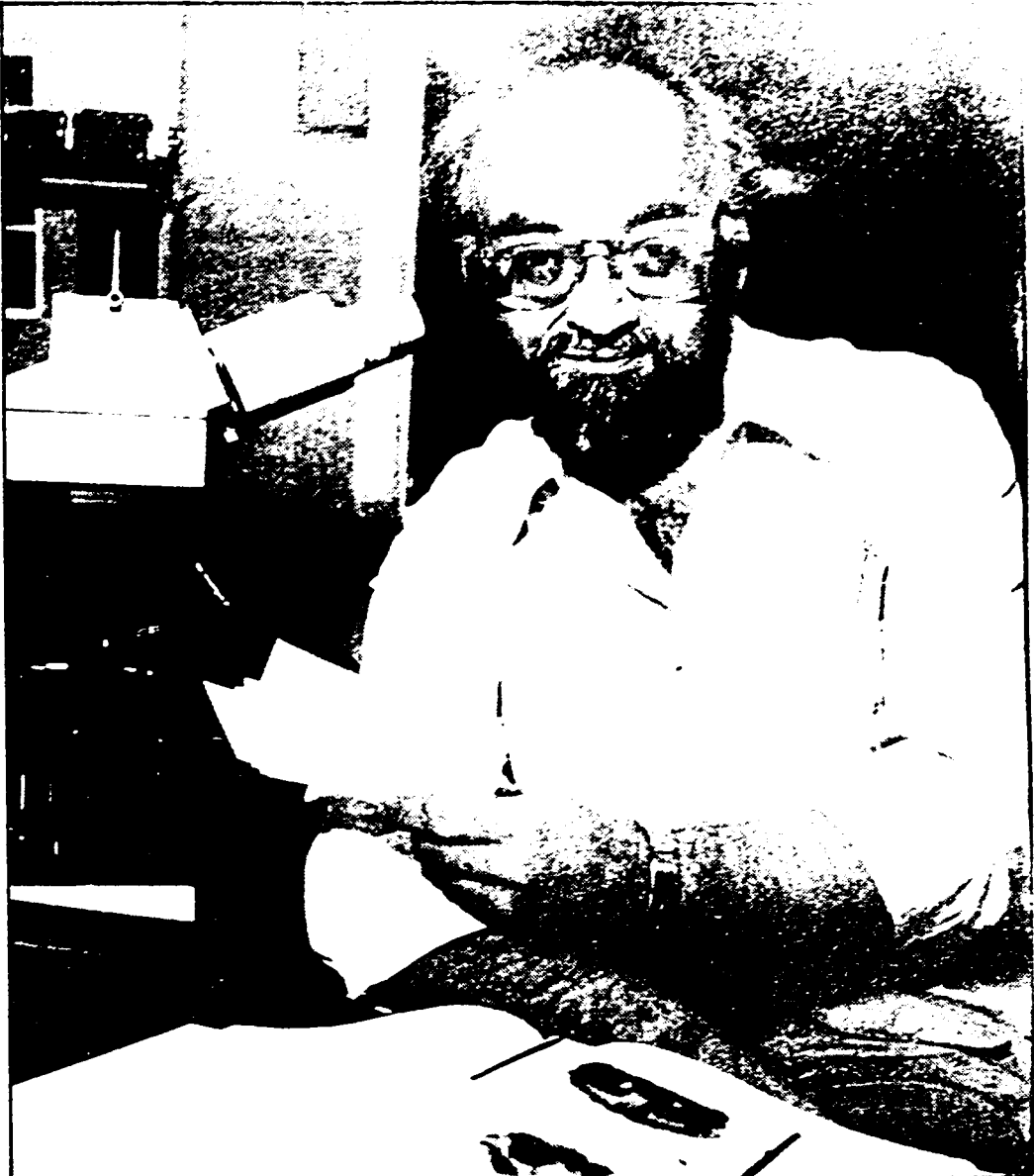
This spring we received the excellent news that Judge Ellen Connally of Cleveland has been appointed to succeed William Spengler on the University's Board of Trustees. Judge Connally is a 1967 graduate of Bowling Green and is the youngest person ever elected to the bench in Cleveland. She was elected a Municipal Court Judge in 1980. Judge Connally served on the University's Alumni Board of Directors from 1975 to 1978. Judge Connally's appointment to the trustees will undoubtedly enhance the University's efforts to recruit academically qualified minority students from the Cleveland Public School System. We are delighted she is joining the Board of Trustees and give her our warmest welcome.

Judge Connally succeeds Mr. Spengler, who was chairman of the Board of Trustees this year and served a full nine-year term. Bill Spengler has been both a friend and a confidant to me and his wise counsel will be sorely missed. Bill has always shown a deep understanding of the possibilities as well as the needs of Bowling Green, and has been steadfast in his defense of the University's development of its potential. His marvelous sense of humor, the lovely smile and friendly encouragement of his delightful wife Sarah, and the steadiness and strength he brought to the position of president of the Board of Trustees will remain a source of inspiration to his fellow Board members. We are very hopeful that Bill will not be lost entirely to the University community, and that we can interest him in service on other University Boards.

I take this opportunity annually to recognize colleagues in positions of leadership of student government and Faculty Senate, as well as the Classified Staff and Administrative Staff Advisory Councils. The leaders of these groups during the past year have been:

- Faculty Senate: Dr. Ralph Wolfe
Chair, Classified Staff Advisory Council: Robert Kreienkamp
Chair, Administrative Staff Advisory Council: Dr. Suzanne Crawford
Undergraduate Student Government: David Robinson
Graduate Student Senate: Larry Jones

I am indebted to all of these individuals for the high quality of their service to the University and to the evident thoughtfulness, care, and commitment they brought to their responsibilities.



Jaak Panksepp, psychology, was named the University's second Distinguished Research Professor at the Board of Trustees May 6 meeting. Panksepp is internationally known for his work in psychobiology and his work to promote a coherent understanding of brain mechanisms of behavior.

A good friend of Bowling Green was honored at spring commencement when he was granted an honorary Doctor of Public Service degree. Delbert Latta is retiring as a Congressman after 32 years. He is one of the longest serving Congressmen in the nation, and has been one of its most influential. Over the years, he has brought grants, services and visits of prominent people, including two Presidents of the United States, to Bowling Green State University. In addition, he has offered help in countless ways ranging from smoothing out difficulties encountered in the application for travel visas, to the hurdling of bureaucratic obstacles encountered in federal government agencies in the process of applying for grants. We will genuinely miss him, and I in particular will miss his always well thought out and carefully presented judgments on federal affairs as they pertain to higher education legislation.

I am delighted to be able to announce that Congressman Latta has agreed to deposit his congressional papers with the Bowling Green Library for posterity. We are delighted and honored that he has chosen our University Library in which to deposit this invaluable research archive.

Not everything during the past year has been successful, and not all the news has been good, and not everyone has been pleased with all the decisions taken at the University. But it is impossible to create change without creating controversy. Nevertheless, the very brief and incomplete picture I have provided in this introduction certainly demonstrates that Bowling Green is making progress toward new levels of teaching and research excellence and in strides no one believed possible just a short time ago.

Goals for 1987-88

Academic
Affairs:
1987-88

1. The new promotional materials for expanded graduate programs begun in 1986 will be completed in 1987. Status - Considerable Progress.

The Selective Recruitment Enhancement Program Committee is in the final stages of making recommendations targeted to graduate student recruitment publications. The departments of biological sciences, college student personnel, English, mass communication, mathematics and statistics, philosophy, psychology and sociology, as well as the College of Musical Arts are involved in this continuing effort to standardize and improve the quality of promotional materials.

2. Analyze space needs for new graduate programs. Status - Some Progress.

Space needs for graduate students are in the process of being prioritized as graduate programs slowly expand. Space

needs are being analyzed in conjunction with renovation plans for specific departments and or buildings. For example, the renovation of Williams and Shatzel Halls has entailed the examination and assignment of new space for graduate students in the concerned departments. In other cases, space is being assigned on an interim basis, for example IPCO, or permanently reassigned, as in the case of biological sciences and the College of Health and Human Services. Future planning must consider additional carrel space in the library and offices in departments that are undergoing selective growth.

3. Complete Copyright Policy. Status - Achieved.

An ad hoc committee has worked with Dr. Christopher Dunn to write a copyright policy, which is in final draft form. The policy will be reviewed further by faculty this summer and will be presented to the Faculty Senate for action early in the fall semester.

4. Implementation of the Report from Firelands/Main Campus Review Committee. Status - Achieved.

Each recommendation of the committee has received response. The report was

discussed with the Council of Deans in September, and in October former Dean McGraw made a presentation to Undergraduate Council. There have been stories about Firelands in the *Monitor*, as well as features about the accomplishments of its faculty. A presentation has been made to Faculty Senate summarizing the committee's report. Recommendations for the implementation of specific tasks were assigned to Dean McGraw, the main campus deans, and their respective faculties.

During the past year Firelands established a liaison committee with membership from both campuses to continue the momentum established by last year's Review Committee. This committee submitted its report to the Vice President for Academic Affairs, identifying areas that need continuing attention in order to achieve the goals of the original review committee report.

5. Continuation of the Implementation of the Cultural Diversity Proposal. Status - Considerable Progress.

The Cultural Diversity Committee, chaired by Dr. Ernest Champion, met throughout the year and developed evaluation criteria to apply to each proposed course. The Committee worked closely with the General Education Committee and with leadership in each college to develop new courses or to modify existing ones to bring them into compliance with the criteria for both General Education and Cultural Diversity. Most importantly, the Committee established a timeline for its activities over the next year and at this point has approved eleven courses for inclusion in the Cultural Diversity curriculum. Additional courses are awaiting Committee action during the summer and fall of 1988 and we expect that further new submissions will occur next year. The Committee's goal for fall semester is complete approval of at least nine additional courses. An institute on Cultural Diversity has been established for summer 1988 and 17 faculty members are expected to participate. The courses which were approved by the Committee during the past year for inclusion in the Cultural Diversity program are:

Ethnic Studies 101--Introduction to Ethnic Studies
English 200B--Introduction to Ethnic Literature
Sociology 316-- Minority Groups
Ethnic Studies 120--Introduction to Black Studies
History 319--History of the American Indian
Musicology 431--Aesthetics of Black Music
Geography 337 --The American Indian
American Studies 230--Cultural Pluralism in the American Experience
Women's Studies 200--Introduction to Women's Studies
Psychology 324-- American Sign Language
Ethnic Studies 216--Mexican-American Social Thought

6. Present the master of technology degree to the Trustees and to the Regents. Status - Achieved.

The degree was presented to the Board of Trustees at its June 1987 meeting and after approval was forwarded to the Board of Regents. The Regents conducted a site visit to the campus in April 1988 and the proposal was approved by the Regents at its July 1988 meeting.

7. Pursue Development of a Ph.D. in Photochemistry. Status - Achieved.

The final proposal for the doctoral degree in Photochemical Sciences was approved by the Regents' Advisory Committee on Graduate Studies in April 1988, and approved by the full Ohio Board of Regents in May 1988. The first Ph.D. candidate in Photochemical Sciences will be admitted in the fall of 1988. This is the only doctoral degree in this field in the nation.

8. Complete General Education Guidelines for the Upper Division. Status - Some Progress.

The development of general education courses for the upper division is



During the summer the University Union received a \$400,000 make-over, including new lighted awnings for the Falcon's Nest.

progressing. Approximately 20 courses have been approved and will be reported to Undergraduate Council at the beginning of the 1988 fall semester. More than 30 additional courses submitted by departments are currently awaiting collegiate action. Following this, they will be forwarded to the University General Education Committee. It is anticipated that a total of 70 upper division courses will have been developed and approved during the two-year period from 1987-1989, which will significantly enhance the liberal arts curriculum.

The Great Ideas course has grown in size from 10 sections of 30 students each in 1986-87 to 14 sections in 1987-88. The departments of journalism and English require the course for majors. Faculty are available to teach at the current level of demand, and it is anticipated that the course will continue at approximately this level for the foreseeable future.

9. Expand Minority Scholars Cooperative Education Program to 35 Participants. Status - Some Progress.

The program currently has 22 students enrolled, an increase of six over the last year. Eligible students have applied for academic scholarships and are majoring in business or computer science. The difficulty in finding faculty mentors has been a deterrent in reaching the goal of 35 students. Efforts to improve communication links between the Office of Cooperative Education, mentors and students will be undertaken in order to continue expansion.

10. Recruit a new dean of Arts and Sciences. Status - Achieved.

Dr. Andrew Kerek, who was associate dean of Arts and Science at Miami University and professor of English, assumed his new responsibilities in early August. Our thanks to Dr. Arthur Neal and to the members of the search committee which he chaired.

11. Invite additional Distinguished Visiting Professors. Status - Some Progress.

The mathematics department extended an invitation to both a Polish scholar and a Soviet scholar for a semester's visit, however the individuals were not able to come. The Department of English has extended an invitation to a scholar from West Germany and it now appears that he will be able to visit the campus but not until 1989-90.

Dr. Haruo Takada, a professor at the Biological Laboratory of Sapporo University in Japan, was Distinguished Visiting Professor in Biological Sciences during the past year.

12. Develop new standards for entering freshmen summer students and place them in effect the summer of 1988. Status - Achieved.

The number of students permitted to enroll in the summer program was limited to

a maximum of 425, and higher standards have been implemented.

13. Intensify efforts to upgrade the Libraries with a goal of qualifying for ARL membership. Publish a report to the University community on progress toward this goal by the end of spring semester. Status - Some Progress.

An external consultant reviewed our library holdings and provided guidance on improvements necessary to meet ARL criteria. The result of the review was that Bowling Green is presently at an index of -1.84 on the ARL scale and needs to move up to -1.64 and maintain this standard for four years to qualify. To achieve this advancement, the consultant recommended adding \$760,000 to the base operating budget for 1988-89 to increase the rate of library acquisitions and periodical subscriptions. Staffing also needs to be increased substantially and an additional 7 percent per year should be added to the acquisitions budget in order to achieve ARL status within the four years.

It seems unlikely at this point that the library budget and staff can be enhanced at a rate sufficient to achieve ARL membership in four years. It is to be noted that the American Research Library Association changed its standards for membership last year. Bowling Green meets the old standards better than 25 percent of the current ARL membership. Becoming a member of this prestigious national library leadership association remains a goal of the University and we will continue to work toward it.

14. Review the Center for International Programs and make recommendations on its future. Hire a new director. Status - Achieved.

The ad hoc committee to study the Center for International Programs recommended to the president and the vice president that effective July 1, 1988 the Center be transferred from the vice president for academic affairs to the vice president for student affairs. This has been done, and effective with this reorganization, Jeffrey Grilliot, who has served as acting director during the past year was named director of the Center.

15. Intensify efforts to hire additional minority faculty and staff, and develop special student recruitment plans. Status - Some Progress.

Each college established advisory committees to assist in the recruitment of minority faculty, staff and students. The Office of Affirmative Action and the Office of Personnel Support Services has also taken steps to identify available non-faculty minority personnel throughout the Ohio area.

16. Study and report upon the effectiveness of the Faculty Supplemental Retirement Program from a cost and benefit viewpoint. Status - Considerable Progress.

An ad hoc committee on Retiree Concerns, appointed by the Faculty

Senate, initiated a study of the supplemental retirement program. Data concerning SRP faculty participation were provided to the committee by the Office of Academic Affairs. Analysis of the results of the Committee's work will be available in summer 1988. The vice president for planning and budgeting along with the vice president for academic affairs and representatives of the Faculty Senate will make a report to the Faculty Senate in late August. Recommendations and actions are expected on this matter early in the fall.

17. Recommend a candidate as the University's first Distinguished Teaching Professor. Status - Not Achieved.

A faculty committee solicited nominations, but because of concern that faculty nominators had not had sufficient time to put nomination materials together, a decision was made to defer a recommendation until next year. The goal will be pursued in 1988-89.

18. Study and make recommendations concerning the greater use of modern technology in the delivery of instruction to students. Status - Considerable Progress.

An Instructional Technologies Committee was appointed, chaired by Patrick Fitzgerald of WBGU-TV. A survey was sent to 140 faculty members who have been involved in new instructional technologies. Four subcommittees have been formed. They met throughout the spring semester and each has submitted a comprehensive interim report. Recommendations will be developed and will be assembled and prioritized in the fall.

19. Deans are to develop specific plans to hire additional minority faculty and staff. Status - Some Progress.

The vice president for academic affairs has requested that each college dean undertake a special effort to improve minority representation on the faculty and staff. Each dean has met with chairs and directors to assure that special efforts are being undertaken. Each college has established special recruitment and retention activities and minority advisory boards. Advertising has been placed, contacts have been made with minority institutions and with individuals who know minority candidates. Some colleges are holding positions open until a minority candidate can be interviewed.

20. Prioritize the goals of the Role and Mission Statement. Status - Considerable Progress.

The colleges and departments submitted recommendations for prioritization of the goals of the Role and Mission Statement. In November the Committee on Academic Affairs held an open forum which was well-attended and provided a vehicle for open expression of opinions on the missions of the University. During the spring semester the Committee on Academic Affairs conducted study sessions and developed its recommendations. That report has been submitted to the president, and forwarded to the Faculty Senate. Final recommendations on the Role and Mission prioritization review are expected to be received by the president in the fall of 1988. After review by the vice president for academic affairs and the president, the document will be transmitted to the Board of Trustees for consideration.

21. Establish a minority faculty, staff and student retention advisory board in each college to report annually to the Vice President for Academic Affairs. Status - Considerable Progress.

Each college has established an advisory committee to improve the recruitment and retention of minority faculty, staff and students.

Academic Affairs: Additional Accomplishments

1. It was with great regret that we noted the resignation of Dean William McGraw from Firelands College this year. Dean McGraw had done a commendable job in the three years he served in that position, and resigned for personal reasons. A new search was immediately launched for a successor, and Dr. Robert DeBard of Old

Dominion University was hired.

2. A five-year review of the dean of the College of Musical Arts was conducted.

3. Each of the colleges confirmed the procedures by which the units will recommend program discontinuance or suspension. These guidelines have been shared among the colleges, and next year a general policy statement for discontinuance of programs will be formulated for a report to the Undergraduate Council.

4. During the 1987-88 academic year, the Graduate Council approved the Applied Philosophy curriculum, a concentration in Popular Culture in the American Culture Ph.D. program, a Ph.D. in Photochemical Sciences and a Graduate Certificate Program in Gerontology. The Council also approved Undergraduate Council's revisions to the Academic Honesty Policy and recommended suspension of the Library and Educational Media Major.

5. The Steering Committee of the Council of Chairs and the vice president for academic affairs sponsored a reception for probationary faculty. In an effort to continue interaction among cross-collegiate groups of faculty, the Offices of the Vice Presidents for Academic Affairs and Operations, and the Council of Chairs sponsored Friday afternoon open houses at the Pheasant Room to which all faculty were invited. Interest in this program is significant and we will reserve the Pheasant Room on a permanent basis on Friday afternoons starting in the fall of 1988.

6. In November a convocation was held in honor of Distinguished University Dr. Arthur G. Neal. In May, Dr. Jaak Panksepp who is internationally known in the field of psychobiology was named the University's second Distinguished Research Professor.

7. The 1987-88 recipient of the Olscamp Research Award was Dr. Douglas Neckers who is also the University's first Distinguished Research Professor.

8. To date, 31 National Merit finalists/semi-finalists have applied to the Honors program. Last year, 175 students were accepted into the program. The Honors Student Association now has 387 members and is very active. The students raised more than \$2,500 for the Bashore Scholarship Fund.

9. Academic Enhancement has been successful in obtaining help from several departments for staffing the learning labs. In the fall semester the labs handled 1,037 students in mathematics, 480 in study skills, and 526 in writing. Pre-major advising had 1,034 students in the fall--224 of whom moved into line colleges. Retention rate for freshmen in Academic Enhancement is approximately 75 percent.

10. The Office of the Vice President for Academic Affairs co-sponsored several activities in support of programmatic innovations, including Writing Across the Curriculum, the Ethnic Studies Conference, Honors Courses, the Cultural Diversity Summer Institute, the Mid-American Review, the Philosophy Conference, and the Women's Studies Summer Institute.

11. Associate Vice President Richard Hoare resigned his position to return to the department of geology. Dr. Peter Hutchinson, formerly associate dean of the College of Business Administration, was chosen to succeed Dr. Hoare.

12. A Peer Advising program was instituted. It relies on a volunteer group of well-trained students to answer questions and assist first-year students in meeting regulations and deadlines. Through this program, 17 peer advisers contacted more than 400 new fall freshmen and conducted follow-up telephone contacts in the spring to more than 200 dropped/reinstated students.

13. In conjunction with the McMaster Institute and the Office of the President, the College of Arts and Sciences sponsored a day-long seminar on the Canada-United States Free Trade issue.

14. Dr. Chan K. Hahn, management, was selected as the first Owens-Illinois Professor. The professorship was created in 1986 with a \$225,000 gift over three years from Owens-Illinois, Inc. in Toledo to the College of Business Administration.

15. Two new important registration policies have been implemented. The first will require students to attend the first day of class of a closed course or be subject to dismissal from the class. The second puts students who wish to repeat a class the following semester in the lowest priority for a closed class.

16. The Student Advertising Club was selected as the Collegiate Club of the Year by the American Advertising Federation, and the Mock Trial team sponsored by the departments of legal studies, political science, and theatre placed 16th out of more than 70 teams in a national competition.

17. The Marketing Club again won honors in the American Marketing Association national competition.

18. More than 100 scholarships worth \$75,000 were awarded to College of Business Administration students at the Honors and Awards Luncheon in April.

19. Continuing Education was awarded several prizes. Among them were: Women in Communication Crystal Award for Marketing Achievement; Ad Club of Toledo Marketing Bronze Medal; and three awards of Excellence from the National University Continuing Education Association.

20. A grant was received from Ford Motor Company to develop a core curriculum for the Regional Council, a consortium of six area postsecondary institutions.

21. The Arts Unlimited program reached 6,800 children in 41 schools in a 13 county area through the training of 125 classroom teachers and the contributions of 13 teaching artists. Arts Unlimited initiated a one-week residence during the school year for on- and off-campus groups.

22. For the fourth consecutive year, the College of Education and Allied Professions experienced an increase in enrollments. This year the increase was 283 students, bringing the total enrollment in the college to 3,565.

23. A new summer program for marginally qualified high school graduates, with a particular emphasis on minority students, was developed at Firelands College.

24. Firelands celebrated its 20th Anniversary in the fall with an open house and special activities.

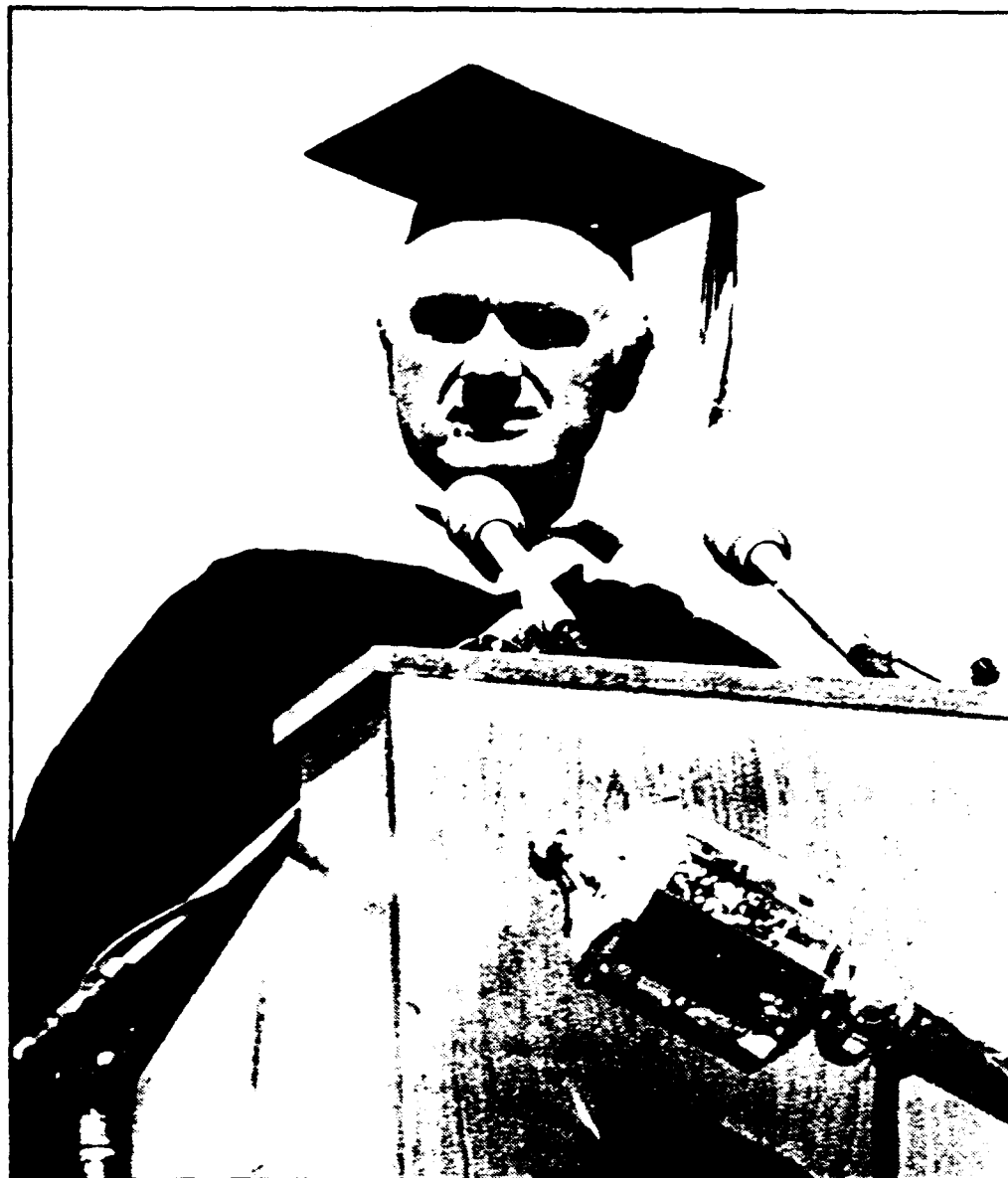
25. A graduate certificate program in gerontology was developed which involves courses and faculty from a wide variety of programs throughout the University.

26. A major sub-contract was obtained by the College of Health and Human Services from the Bureau of Health Professions through Case Western University's Geriatric Education Center to coordinate continuing education activities in geriatrics in northwestern Ohio.

27. The library continued to modernize its learning systems. The capability to search the online catalog by subject heading was added to the computerized system. The author-title card catalog was frozen so that new books received are accessed by online terminals only for author and title entries. This change saves the filing of about 350,000 cards per year with attendant costs.

28. Several major musical events were hosted by the faculty of the College of Musical Arts, and included: The New Music Festival VIII, the Society for Ethnomusicology, the Band Music Reading Clinic, "Trombonanza," and 20 other events featuring guest artists, composers and clinicians. Faculty, students, and guest artists hosted by the college presented more than 250 public performances on the campus.

29. In the College of Technology an



Congressman Delbert Latta received an honorary doctor of public service degree at the May commencement ceremonies.

innovative undergraduate two plus two program proposal was approved and forwarded to the Regents to offer the bachelor of science in technology and manufacturing in Lima, Ohio. The program will be offered in cooperation with Lima Technical College and the Westinghouse Corporation.

30. Scholarship awards from benefactors to students in the College of Technology increased from \$7,300 in 1987 to more than \$24,000 in 1988.

31. Technology has continued the development of graduate program services off campus. The first cycle of class offerings for a Career and Technical master's degree in the Dayton area will be completed this summer as one example.

32. The Graduate College had a very good year, with a total of 367 research proposals being submitted by 160 faculty, 19 administrative staff and 8 graduate students. Grants received totaled \$6.6 million. This amount exceeds the comparable 1986-87 June figure by more than \$2 million.

33. A total of 64 graduate assistants are being funded by 28 external awards totaling \$267,925.

34. The Faculty Research Committee awarded three major grants totaling \$30,000, 35 basic grants totaling \$102,863, five small research grants totaling \$2,579, and 37 travel grants totaling \$12,836.

Planning and Budgeting: 1987-88

1. An admissions office system will be developed with emphasis on computer assisted scheduling of recruitment activities. Status - Some Progress.

This goal contains four parts. The marketing information system and the history tracking system have been completed. Computer assistance to certify NCAA student athletic eligibility is on hold pending changes in certification requirements. The development of the ACT/SAT market services into current freshmen class enrollment/marketing forecasting and planning, and

implementation of the results of ACT/SAT market information studies in the form of a large scale recruitment decisions/tracking systems have been programmed into the new marketing information system but delayed pending the availability of programmer/analyst time at University Computer Services.

2. We will attempt to obtain funding to begin the developmental phase of a new comprehensive financial accounting system for the University. Status - Not Achieved.

This goal was not accomplished. The cost of developing this system is approximately \$600,000 and it was simply not possible to budget those monies at this time.

3. An acquisition plan for point-of-sale terminal equipment systems adaptable to processing financial accounting activities for the bursar's office will be prepared. Status - Considerable Progress.

The high level of on-line capability within the Bursar's Office is expected to make the transition to the new system easier than we first anticipated. We are targeting a fall 1988 implementation date, but January 1989 is a realistic outside timeline.

4. We will continue to upgrade computer support services for a new on-line IBM CICS-based library system. Status - Some Progress.

The University Computer Services' staff and the Library staff have decided to upgrade the Library's current computerized system and delay installation of a new on-line system run on the IBM mainframe under CICS until after the statewide library plan is implemented.

5. The Office of Planning and Budgeting will continue to work on Phases II and III of the new Degree Audit System. Status - Considerable Progress.

The College of Business Administration is now able to send degree audits to selected students as a final test before mass usage of the computerized Degree Audit System occurs in the College of Business Administration during the fall semester of 1988. The College of Education and Allied Professions' current usage of the Degree Audit System is totally internal, and testing will resume this year. The College of Musical Arts' testing will continue through the fall semester of 1988 with anticipated student usage on either a



Elizabeth Allgeier, psychology, was named the University's 1988 Master Teacher, an award presented annually that recognizes excellence in teaching. Other finalists were M. Neil Browne, economics; Vincent Kantorski, music; Joseph Spinelli, geography; Elizabeth Stimson, education; and Cynthia Stong-Groat, biology.

selected testing basis or a mass basis by the end of fall 1988. Other colleges will continue with testing at various rates throughout the year ahead depending upon internal collegiate staffing capabilities and appropriate prioritization with the collegiate units. This progress is also dependent upon staffing levels for degree audit within the Office of Registration and Records.

One last point worth noting is that the Degree Audit System has provided numerous spin-off applications generating data that otherwise was not accessible in the past. One specific example of such a spin-off is the identification of repeats on student records.

6. Procedures for ensuring compliance with the new Federal Immigration Law will be completed. Status - Achieved.

All guidelines are in place and have been in effect since November 1, 1987.

7. The analysis of the the financial implications of instituting PERS and STRS Early Retirement Incentive Plans will be completed and coordinated with the concerned groups, including the Administrative Council and Trustees. Status - Considerable Progress.

A PERS Early Retirement Incentive Plan was instituted July 1, 1987, and the maximum number of participants -- 78 -- were approved for retirement under this system. As of June 1, 1988, 53 employees have retired with the remainder scheduled to retire between July 1 and September 1, 1988.

The reconstituting of a STRS Early Retirement Incentive Plan is currently under review by Dr. Dalton, Dr. Clark, and a subcommittee of the Faculty Senate Welfare Committee. The financial structure of the plan has been fairly well outlined, and an attempt is now being made to ascertain its non-financial and academic implications. It is hoped that a decision will be reached on this matter in conjunction with the Faculty Senate early in the fall of 1988.

8. A common format will be developed for future faculty and administrative staff salary budget comparisons to be used for establishing annual compensation budgets. Status - Achieved.

An historical salary data base (1967-68 - 1987-88) including summary comparisons on the impact of inflation on the salaries for continuing Bowling Green contract staff and faculty has been compiled for use by both the Faculty Senate and the administration.

9. The development of the On-Line Telephone Registration System will be further refined, planning for implementation and complete analysis and system design will be finished, and requests for proposals for the new system and a voice interface will be completed. Status - Considerable Progress.

Funding sources have been identified and approved by the Board of Trustees. The request for proposal has been completed and the vendor selected. An implementation schedule has been constructed and the voice interface system is now on campus. System analysis and

design will continue into 1988-89, but we still anticipate that by April 1989 a system will be ready for actual use.

10. A data base on administrative staff employees will be developed for use in preparing an administrative staff profile. Status - Some Progress.

Administrative Staff Services has been able to construct a systematic administrative staff profile, which is in a format similar to that of the data base for faculty. In 1988-89 it will be refined in both format and use.

11. All admissions goals were reached. Status - Considerable Progress.

These goals included 425 summer freshmen, 2,825 fall freshmen and 561 fall transfer students. Recruitment of minority students was particularly noteworthy with the number of applications increased by 12.4 percent over last year.

12. The Bowling Green State University-Ohio State Supercomputer network hook-up will be completed. Status - Achieved.

The Ohio State Supercomputer has been connected into our campus-wide network, making the CRAY Supercomputer readily available to BGSU faculty, staff and graduate students.

13. Remaining minor problems with the Telecommunications System will be solved. Status - Considerable Progress.

Great progress was made in solving the remaining operating problems with the system. Budget and budget tracking systems have been improved, and a new procedure for processing bills that is less labor-intensive is in the implementation stages. We did not complete a new bill processing procedure, but significant progress is expected on this item when the new billing system has been installed during the summer. The "BG Call Card" marketing program was dramatically enhanced, and improvements were made in security and alarm systems.

Planning and Budgeting: Additional Accomplishments

1. A technique was developed to separate educational budget expenditures for contract personnel into faculty and administrative staff components. The 1987-88 educational budget loads for contract salaries were divided in this manner, which has facilitated the preparation of compensation comparisons and projections.

2. The position of associate vice president for planning and budgeting was eliminated, and the positions of director of planning and director of budgeting were created. No new net administrative personnel were added to the University payroll. The position of director of budgeting was filled by Linda Hamilton and the new director of planning is Dr. Timothy D. King.

3. In recognition of superior service and breadth of administrative responsibilities, the titles of Dr. Richard Conrad, formerly director of telecommunications, and

Dr. John, treasurer, have been changed to Director, University computer services, telecommunications services and contract vice president and to treasurer and assistant vice president, respectively.

4. The microfilming of all permanent academic records and the further development of the computerized transcript file proceeded well during the current year. Microfilming and power file records of this three-year project were completed during 1987-88. Phase III, which is microfilming records in the steel case file cabinets, will carryover into 1988-89. When the project is completed, it will serve students by offering same day on-line computerized transcript generation process.

5. Three professional development workshops and four luncheon programs for administrative staff in the division were held.

6. Enrollment and recruitment of academically qualified students from out of state improved considerably during the past year. An increase of 393 applications, a 39 percent increase, has been attained. Our most significant gain was in the state of New York with an increase of 45 percent or 146 students, followed by Pennsylvania with 105 or 49 percent, Michigan with 91 or 25 percent, and Illinois 51 at 52 percent. Included with these numbers were 13 National Merit semi-finalists and/or finalists from Michigan, 5 from Pennsylvania, 2 from Illinois and one from New York. Six new Alumni Recruiters began their training this spring and all should be operational by fall in the greater Chicago area. The Alumni Recruitment Program will be developed in the future in New York, Pennsylvania and Michigan.

7. The development of a long range plan for the Internal Auditing Department was completed. The plan encompasses the acceptance of a formal internal audit "charter" approved by Central Administration and the Board of Trustees.

8. Internal Audits of the following departments or areas were completed during the year: purchasing department, parking services, housing office, public safety office, bookstore, vending services, bursar's office and the College of Technology-Flight Instruction.

9. Many items from the University Computer Task Force Report of May 1984 were completed during the past year. More than forty additional microcomputers and two Laser printers were added to our laboratories in addition to \$20,000 in software. More than \$50,000 in microcomputer hardware and software was added to the residence hall microcomputer labs and approximately 24 personal computers and 5 printers were added to the 20 personal computers located in the Hayes Hall instructional facility. The new on-line query facility (IMAGINE) was also completed this year, and significant progress was made toward the acquisition and installation of a new on-line telephone registration system.

The number of on-line transactions serving administrative users increased by

at least 10 percent during the last year. By the end of the fiscal year we expect that on-line transactions will be increased by almost 20 percent, particularly in the Offices of the Bursar, Financial Aid and Registrar.

Student Affairs: 1987-88

1. Efforts to reduce racism on campus and increase the retention of minority students must be improved. Status - Some Progress.

The Office of Minority Affairs, in conjunction with other operating divisions on campus, has worked hard toward this goal. Activities were programmed to improve minority student retention, enhance the social life of minority students, increase communication with minority communities outside Bowling Green and co-sponsor programs and activities with other components of the University community to accomplish these ends. Some examples of programs held in the residence halls were: Founders created a Minority Quad Council for planning and assisting in minority programs; Rodgers Quadrangle presented a videotape "A Class Divided," and held encounter groups on the subject of race. Many halls conducted nightly programs on minority relations.

2. We will accelerate efforts to increase responsible drinking by students. Status - Considerable Progress.

A new non-alcoholic entertainment facility was opened, and additional programs attracted more customers for the Dry Dock non-alcoholic bar. The Student Code is under review with respect to the feasibility of increasing the penalties for alcohol-related violations of rules, and recommendations concerning such revisions will be made in the fall of 1988.

3. We will assist in making a transition to the age 21 drinking law as smooth as possible. Status - Achieved.

There was a smooth transition to the new drinking age environment, as a result of working with the City-University Relations Committee, Greek Life, Residential Services, the Alcohol Awareness Week Committee, and other interested groups.

4. Recommended improvements for the physically disabled will be completed. Status - Considerable Progress.

Three grant sources have been identified through which programming/materials funds may be obtained and grants are being prepared to these agencies. Work will soon begin on an up-to-date tactile map of the campus. The project is being undertaken in conjunction with the



The University received a check for \$489,000 at the February Board of Trustees meeting as the initial installment for five Academic Challenge Grants. Senate President Paul Gillmor, Representative Randall Gardner and Ohio Board of Regents' Vice Chancellor William Napier (center to right) presented the check to Board Chair William Spengler and President Olscamp.

department of geography and will include precise notations as to the availability of accessible restrooms, classrooms, parking spots and other relative data.

5. A decision will be made concerning the centralization of international student affairs on the campus and the hiring of a new director. Status - Achieved.

Jeffrey Grilliot was hired as director of international student affairs and the area was transferred to the Office of Student Affairs.

6. We will continue to expand residence hall academic tutoring and increase the number of students participating in these tutoring sessions. Status - Not Achieved.

There is a more intense effort to encourage participation in the existing academic tutoring programs in the residence halls, but we have been limited by funding from introducing another discipline this year. Currently, there are tutoring programs available in mathematics, biology, computer science, chemistry and physics. We remain somewhat disappointed in the low number of students who have participated in the residence hall tutoring program. A review of the programs will be conducted in 1989.

7. Accreditation by the Association of Ambulatory Health Care and/or the Joint Commission for Accreditation for Hospitals will be sought to help the Health Center improve its already high-level of care. Status - Considerable Progress.

The Student Health Services worked to meet accreditation standards and with the completion of the handicapped bathroom, the restoration of the incinerator for bio-waste, and other improvements which have already been completed, the Student Health Services will be an accreditable organization.

8. The refinement of automated functions in the Office of Financial Aid and Student Employment which was begun three years ago, continues. Status - Considerable Progress.

Packaging of student financial aid achieved significant improvements in efficiency during 1987-88 and indeed, the packaging production for mid-May 1988 through mid-June 1988 may well equal the entire output during any three and one-half month period for previous years.

9. We will develop a plan to increase funding for renovation and refurbishing of residence hall structures and furnishings. Status - Considerable Progress.

Funds continue to be limited for residence hall renovations, however the proposed fundings for 1988-89 will address some of the much-needed carpeting we were unable to fund this year. Deterioration of campus living unit aesthetic appeal and furnishings continue to be a serious problem as does vandalism. A four-year plan to address refurbishing of residential units has been completed, and Phase I is being introduced at the current time with recarpeting in two residence hall complexes, Founders and Kohl, and repainting in Rodgers.

10. We Will work with admissions and academic affairs to develop a proposal to restructure the University Scholarship Program and achieve greater public awareness of scholarship opportunities at BGSU. Status - Some Progress.

A subcommittee of the University Financial Aid Committee has been formed to develop a coherent statement on the appropriate goals for the University's scholarship programs and to assess whether the current structure adequately meets them. The committee will complete its report in the fall of 1989 and will make recommendations to the Office of Academic Affairs, the Office of Financial Aid and Student Employment, and the Bowling Green State University Foundation before the end of that semester.

The first annual Guide to University Scholarships was published during the fall

semester 1988, and for the first time all of the University's scholarships and all of our financial aid information is packaged in a single brochure for public use.

11. Three areas of the division of Student Affairs will be evaluated according to The Council for the Advancement of Standards and Student Services procedures to determine our degree of compliance. Status - Some Progress.

Development of evaluation instruments using the guidelines were undertaken in the fall semester. An evaluation instrument for standards and procedures was completed in late December, and the Off-Campus Student Center instrument was completed in December. The third area, student orientation, was not able to complete the instrument because of commitments to the summer pre-registration program and a planned educational leave of the director.

Progress is being made in the two instruments that have been developed. This is a very complex procedure. To give one example, the assessment instrument for standards and procedures includes eleven major parts with 194 individual assessment criteria items. In this assessment, standards and procedures reported that 174 items were met satisfactorily, 18 were partially met and 4 were not met.

12. We will work with the newly established University-wide Health Promotion Task Force established by the president to develop a University master plan for health promotion. Status - Considerable Progress.

A subcommittee of the University-wide Health Promotion Task Force submitted a draft proposal to be reviewed by the entire committee prior to final submission to the president during the fall 1988.

Student Affairs: Additional Accomplishments

1. The Counseling and Career Development Center was extraordinarily busy last year. Fourteen sections of CAO131, Career and Life Planning, were offered between June 1987 and May 1988. A total of 350 students participated in these courses. An additional 169 students participated in six career workshops and 438 students were counseled in 876 sessions. This represented a total of 11,180 student-contact hours.

A total of 4,684 tests of various kinds were administered for students through the Counseling and Career Development Center between May 1987 and May 1988.

2. Approximately \$20,000 from Auxiliary Improvement Projects money was made available to the Off-Campus Student Center and resulted in improvements to restrooms, installation of ceiling fans and new draperies, and reupholstering of furniture.

3. The Off-Campus Student Center instituted several new programs during the fall semester, including the Meet the Administrators Series.

4. The Director of the Office of Standards and Procedures had a very busy year. There were 659 cases, an increase of 212 over the previous year; 642 of these originated on campus. Alcohol violations more than doubled this year to a total of 245 compared to 106 the year before. This increase reflected both the new legal age for drinking, and much stricter control of alcohol on the campus.

5. Recruitment activities through the University Placement Service continued to show sustained growth. In 1987-88, there were 541 organizations recruiting on campus, involving 822 recruiting schedules and 8,474 student interviews. Ninety-two new organizations recruited on the campus this year.

6. The University Placement Service also held professional development seminars.

7. The Student Affairs Research and Evaluation Office conducted 9 research



Women's basketball coach Fran Voll applauds with the team as Jackie Motycka was recognized as the all-time women's leading scorer at Bowling Green last season. The team repeated its MAC championship, enabling them to play in the NCAA finals.

and evaluation projects of general importance for the campus during the past year. These included subjects as wide-ranging as perceptions of racism on the campus, perceptions of BGSU by international students, the Graduate Student Senate housing needs assessment, and student use assessment of the Student Recreation Center.

8. The Student Recreation Center continues to be one of the most important non-academic centers of living for Bowling Green State University students. More than 600 individuals per day take part in "Fit For All," a drop-in, pre-screened exercise activity. Overall entry to the Rec Center continues to grow, with 35,000 more entries from January to April 1988 than the same period in 1987, a 24 percent increase.

9. The one-third mile lighted, pace-light-equipped Pace Trail became a reality in April 1988.

10. With the support of the Office of Alumni Affairs, the Office of Minority Affairs established a Black Alumni Society in Cincinnati (with 22 attending the meeting). The Society was very supportive and helpful in publicizing the University's first Pre-College Summer Program for Minority High School Students.

Also, Initial contact was made with black alumni in Columbus concerning the establishment of a Black Alumni Society there and 44 graduates attended this meeting.

Clarence Terry, director of minority recruitment and Jack Taylor, vice president for minority affairs, both have been very active in these efforts.

11. The Student Health Center accomplished several important outreach programs during the year. These included nutritional consultation, guest lectures on eating disorders, Alcohol Awareness Week, The Great American Smoke Out, and lifestyle assessments held in residence halls. With the College of Health and Human Services, the Health Center continued to co-sponsor a blood pressure screening program.

12. The most dramatic example of cooperation between the Health Center and an academic area was the choice of AIDS as the topic of this year's English Proficiency Examination. With cooperation among the Health Center staff, the American Red Cross and the English department staff, especially Kathy Hart, this program was successful beyond anyone's expectations. It has been presented at the American College of

Health Associations' meeting, and received a leadership award for community health promotion from the Ohio Department of Health.

13. The opening of the fall semester saw 8,016 students housed in campus living units. Initially 108 students had to be housed in residence hall lounge rooms and 70 were temporarily housed in the Falcon Plaza Motel. All of these were re-assigned to regular housing prior to the opening of spring semester.

14. The Honors Program in Darrow Hall will fill 80 percent of that living unit in 1988-89. With the anticipated expansion of the Honors Program, directors during the coming year will review the possible assignment of the entire hall to honor students during 1989-90.

15. The University Activities Organization entered renovated physical facilities this year, with a new paint job and carpeting. The UAO had been living with original equipment in a 30-year old facility. The new attitude which resulted from this renovation is already obvious, and the organization has operated with a new sense of elan this year. Among their more interesting projects were a joint venture with the College of Musical Arts called "Monday Musicians," and the Spring Jazz Concert which featured Wynton Marsalis.

University Relations: 1987-88

1. University Relations status on fund-raising goals for 1987-88 turned out to be as follows:

As of June 30, 1988

A. Cash Contributions:
Goal: \$3 million
\$3,871,436 Achieved

B. Gifts-in-Kind:
Goal: \$.7 million \$401,922
Considerable Progress

C. Total Giving:
Goal: \$3.7 million
\$4,273,358 Achieved

D. Alumni Giving:

Goal: \$850,000 \$868,394 Achieved

E. Number of Alumni Donors:
Goal: 13,000 12,552
Considerable Progress

F. Presidents Club:
Goal: 40 new members 17 Some Progress

G. Fifty Corporations and or Foundations will be visited and solicited. Achieved.

Fifty-three visits had been completed by June 30, 1988.

H. Corporate giving as of June 30, 1988 was \$806,234 as compared to \$760,114 for the same period in 1986-87. Achieved.

I. Planned Gift Expectancies and Irrevocable Transfers were to be increased by a total of \$400,000. As of June 30, they had been increased by \$497,278. Achieved.

J. The Telefund Campaign was to have been conducted for 66 nights. This goal has been achieved.

K. We were to have contacted 50,000 alumni and friends through the Telefund during the fiscal year. As of June 30, a total of 51,476 contacts had been completed. Achieved.

2. The Alumni Affairs Office will promote and increase funding levels for Alumni Chapter Scholarships in conjunction with the Development Office. Status - Achieved.

The goal was to raise at least 10 chapter scholarships to the \$10,000 endowment level. Thirteen chapters now have pledges at the \$10,000 or higher level.

3. The Alumni Affairs Office will work with each chapter to develop criteria for awarding Alumni Chapter Scholarships. Status - Achieved.

All chapters with scholarships now have such criteria.

4. The Alumni Office will raise a minimum of \$30,000 through special projects to help pay off the Miletic Alumni Center debt. Status - Considerable Progress.

As of December 31, 1987, \$25,500 had been generated. Calculation is figured on a calendar year basis.

5. The Alumni Office will investigate the feasibility of establishing a member bank credit card program. Status - Achieved.

Our new program is with the Mid-Am Bank.

6. We will establish a minimum of three new Alumni Chapter Scholarships by June 30, 1988. Status - Achieved.

The new scholarships are: Pittsburgh, Canton and Youngstown/Warren.

7. We will again increase the number of favorable stories about Bowling Green being used by the Associated Press and United Press International wire services. Status - Achieved.

Forty-two wire service stories were placed through April, and six stories were placed in May. Five stories were placed in June for a total of 53.

8. We will improve public relations coverage of minority activities for both on- and off-campus publications. Status - Achieved.

Minority coverage was excellent with 25 stories released during the first ten months of the year alone. Stories included the University Minority Scholarship winner, the 50 Men and Women Scholarship, the Westinghouse Grant for minority students, the Racial Understanding Awards, Minority Preview Day, the Ethnic Studies Conference, Bowling Green's announcement that the University will join the Cleveland Roundtable Escrow Program, coverage of the Celebration of Black History activities, and the announcement of a new pre-college program for black and Hispanic high school students. In addition the University

produced four advertisements for the *Toledo Journal* to promote Minority Preview Day, Martin Luther King Day, Black Press Week, and to congratulate Toledo high school minority graduates. Public Relations also arranged appearances by President Olscamp at a People for Racial Justice Committee meeting, interviews with Cleveland television and radio on the Cleveland Roundtable Escrow program, interviews with Channel 11 and Channel 13 on minority scholarships and minority affairs at the University, and other University personnel, including faculty, helped to arrange his appearance at high schools in Toledo as well as a black church in that city in an effort to promote awareness of college opportunities for minorities.

9. Program service on BGSU TV for Wood Cable TV will be started, and input from interested BGSU constituencies will be sought about possible future uses. Status - Achieved.

10. Together with the Office of Academic Affairs, the Office of Public Relations will study the possible greater utilization of instructional technology at the University and the role that television should play in developing this additional coverage. Status - Considerable Progress.

Patrick Fitzgerald of WBGU-TV is presently chairing a twelve member "Educational Technologies Committee" which has surveyed over 150 faculty members involved with educational technology and will have an interim report for Dr. Clark at the end of the academic year. A final report is scheduled for the fall of 1988.

11. Particular annual social opportunities will be created to solidify contacts between city and county school administrators and Bowling Green State University faculty and administrators. Status - Some Progress.

Partial progress was made toward this goal, but additional cultivation remains necessary.

12. Similar opportunities for additional social interaction, especially on campus, will be created for the Northwest Ohio business community. Status - Considerable Progress.

This was achieved with the hosting of a Bowling Green Chamber of Commerce gathering on the campus, additional involvement of people of influence in the community in consultation on matters of interest to the community and the University, and closer cultivation of additional personal contacts through the University Relations and President's offices.

University Relations: Additional Accomplishments

1. The alumni affairs office worked with the development office to promote and increase the current levels of each chapter scholarship fund.

2. A festive Homecoming Reunion program with an attendance increase of more than 95 percent from 1986 was planned, coordinated and held.

3. An on-campus Alumni Leaders Conference and follow-up evaluation program was held. One hundred twenty participants from around the country attended.

4. More than \$63,000 was pledged in our Senior Challenge Campaign, an all-time record.

5. A follow-up recruitment program to attract outstanding high school junior award recipients to the University was developed and awaits funding.

6. Cooperative endeavors were undertaken with Intercollegiate Athletics and the Alumni Board to place the letters "BGSU" on the side of the stadium at Doyt Perry Field facing I-75 and to place a commemorative plaque on the site of the old University football field.



Among the many theatre productions performed last season was Mozart's opera of "Don Giovanni."

The Office of Public Relations:

1. Produced the Arts and Humanities video requested by the President's Office.

2. Placed several feature outlines and videos on research and scientific subjects for such outlets as the National Science Foundation-sponsored "How About ...," "Science World," Cable News Network and the National College Television Network. Five research and feature videos were produced and placed.

Television Services:

1. A grant was received to assist in the purchase of five replacement color television cameras.

2. A WBGU-TV endowment account was

established in the Foundation to provide long-range funding assistance for equipment purchases and local program production.

3. During the year BGSU participated in 11 national satellite-delivered live teleconferences for diverse audiences. Four teleconferences were taped at other locations for delayed use at BGSU.

4. Third and final year payments are being made on Project 27 pledges. Two thousand six hundred forty members made additional contributions to the equipment fund in the amount of \$126,590 and supplied matching gifts totaling \$9,531 bring the total member contributions during 1987-88 to \$136,121.

OPERATIONS AREA: Goals for 1987-88

1. In conjunction with the Office of the President more detailed plans will be developed for the proposed University Convocation Center/Anderson Memorial Hall Construction and Renovation Project. Status - Achieved.

A detailed examination of this project, its implications, and its costs was conducted during the course of the last year. Private briefings were given to Trustees and members of the Bowling Green community, and faculty from concerned departments as well as administrators who would be responsible for funding the facility were held. Architects drew preliminary sketches and consultants were hired to investigate costs.

Several factors make it unlikely at this point that the convocation center project can be carried to a successful conclusion. For one thing, costs are much higher than originally anticipated. For a facility which would meet our needs, plus the renovation costs for Anderson Arena, more than \$50 million would be required. In a time when state budgets are exceedingly tight on the operating side, and when high tuition increases have been necessitated to address University financial needs, and when the need for such increases may extend well into the future, it will be difficult to persuade either the state legislature or private donors that the University should spend sums of this magnitude on physical plant. We in the University community recognize that academic operating budgets and capital budgets are two different things, but the general public as a rule does not. This could create a serious public relations problem for the University.

When the original estimates of the proposed costs of the proposed 340,000 square foot structure exceeded \$50 million, the President's Office directed a re-examination of the project, to ensure that its 1992 projected costs could not exceed \$45 million. Results of this analysis will be available in the mid-summer. In the meantime, the president has also requested the Office of Capital Planning

and Budgeting to consider alternatives for the convocation hall project, including separate proposals for the renovation of Anderson Arena, a construction of a single-purpose classroom building, adding seats to the north end of the Ice Arena, and the construction of an intercollegiate athletics indoor training facility. Once cost analyses have been completed for these projects, both the Convocation Hall project and the alternative choices will be presented to the Board of Trustees.

2. Management Support Services, together with the Office of Affirmative Action, will design and offer training concerned with minority and sexual harassment. Status - Achieved.

Training and Development, with the Office of Affirmative Action, proposed a series of racial and sexual harassment training programs for employees of the Operations Area which were attended by more than 125 members of the staff. Because of the success experienced in the operations area, a campus-wide program has been developed with delivery to begin mid-September 1988.

3. University Food Operations will expand and strengthen its contacts with student clients by creating an advisory board of student representatives from all residence hall areas and management representatives from University Food Operations. Status - Achieved.

The University Food Operations Advisory Board became operational in the fall of 1987. There is at least one student member from each residence hall complex and one management person from each dining unit.

Major accomplishments of the Advisory Board include the "self-bussing" experiment in Founders and Kreischer, which resulted in cost savings of approximately \$8,000 and which will be expanded to other halls this coming year; development of a student employee survey designed to inform University Food Operations of factors accounting for

student attitudes about their employment with food operations, and sponsorship of a variety of "theme" meals to give variety to student dining experiences.

4. House Bill 309 Committee proposals will be completed, the Classified Staff will be fully informed, and a decision about implementing the plan will be made. Status - Achieved.

The House Bill 309 Committee did complete the proposal and an election was held throughout the Classified Staff. More than 89 percent of all staff eligible to vote, approximately 1,130 people, participated in the House Bill 309 referendum. By a 3 to 1 rate, staff voted against the pay restructure plan. Nevertheless, many of the results of the design process for the proposal can be used in the administration of salary policy at the University. For example, the annual salary survey of the BGSU labor market, redefined performance standards which more accurately describe performances expected of staff employees, improved performance appraisal methods linked to employee training and skill development, sponsorship of a "share of savings" plan to promote inventiveness among the Classified Staff, and revised job descriptions which better articulate the activities, tasks and performance expectations of the staff were all produced by the process.

5. A long-range plan for the maintenance and/or replacement of all University primary and secondary electrical equipment will be prepared. Status - Not Achieved.

This was not accomplished due to a lack of funding.

6. A campus-wide cleanup program to eliminate excess storage of long-time unused equipment and obsolete materials warehoused throughout the University will be conducted. Status - Achieved.

This goal was initiated in the summer of 1987 and concluded in late spring 1988, resulting in the disposal of 59,700 pounds of non-usable equipment and other materials. Also, 792 items of equipment and other materials were judged usable and advertised to campus departments prior to auctioning. About half of the items were recycled to requesting departments and the other half were auctioned for about \$19,000, most of which was returned to the departments in which the equipment was originally located.

7. Guidelines will be developed concerning the rental of University facilities and properties by non-BGSU related groups. Status - Considerable Progress.

A central Office of the Coordinator of Conferences has been developed to govern the rental of properties to non-University groups.

8. We will examine the consequences and feasibility of initiating a self-insurance program for microcomputers, art exhibits and physical damage to motor vehicles. Status - Achieved.

Self-insurance programs covering microcomputers, musical instruments, fine arts, automobile physical damage and automobile medical payments have been established. Sponsorship of these self-insured programs enabled the University to retain \$49,700 in funds which would otherwise have been paid in premiums to insurance companies.

9. The Department of Public Safety will implement the 911 Emergency Telephone System throughout the campus. Status - Achieved.

The BGSU 911 Emergency Telephone system was implemented in the fall of 1987.

10. With the help of Student Affairs, we will open a "sister-ship" for our non-alcoholic bar the Dry Dock. Status - Achieved.

The Quad Rock Cafe, the sister-ship to the Dry Dock, opened for business February 25, 1988. In addition to

non-alcoholic beverages, the Quad Rock Cafe features a new expanded dance floor, a modern sound system and a special snack menu.

11. We will develop a program to familiarize clients of plant operations and maintenance more intimately with the operations of the division. Status - Achieved.

Entitled, "Operations Open House" individuals and groups have been invited to go on tours and to receive briefings on any specific job or work area within Operations. Approximately three visitations per week are held, and the program began in the late spring of 1988.

12. Environmental Services will pursue the feasibility of developing with the departments a program to incorporate safety equipment and identify equipment in need of repair in the teaching laboratories. Status - Achieved.

A safety survey has been completed, and Environmental Services is helping academic units upgrade laboratory equipment safety.

Operations Area: Additional Accomplishments

1. The University Food Operations co-sponsored with the department of home economics a Food Service Management Internship. In addition, four students were selected for a special Student Management Program involving on-site work experience as operations managers.

2. The University Union increased sales by approximately \$100,000 over last year.

3. All auxiliary enterprise units operated at least at a break-even position. Preliminary financial reports indicate that the aggregate surplus generated by auxiliary enterprises will surpass \$250,000.

4. The University Bookstore developed and implemented a licensing program to protect the logos, names and symbols of Bowling Green State University.

5. The Office of Training and Development established self-help programs including Weight Watchers and special training sessions for maintenance and custodial personnel in cardio-pulmonary resuscitation (CPR) and First Aid.

6. The Department of Inventory Management conducted a review of all items to determine which of them have little or no demand. Using both demand records and consultations with users, 301 or about 8 percent of all stocked items were purged either by allowing users to purchase the items at a reduced rate or placing them at auction.

7. The Office of Capital Planning, working with the Office of the President, succeeded in obtaining a \$700,000 increase in the State Capital Appropriations budget, and an increase of \$400,000 in the Ohio Board of Regents subsidy for plant operations and maintenance. Moreover, capital planning successfully challenged the proposed Hayes Hall renovation architectural fees, and the challenge resulted in a savings of \$181,000.

8. Plant Operations and Maintenance initiated a continuing program to improve cleanliness and material readiness of all academic buildings. Weekly inspections identified cleanliness and material problems, and additional supervision was given to those individuals responsible for maintaining those areas. The custodial maintenance function is now receiving fewer complaints about service, and comments from occupants of academic buildings indicate a higher level of satisfaction.

9. The vice president for operations conducted extensive on-site visits with client groups throughout the year. The visitations included: both individual and groups meetings with all academic departmental chairs and deans concerning recommended improvements to custodial and maintenance services, weekly breakfast meetings with representative

groups from all vice presidential areas and the Classified Staff Council, consultative meetings with all Operations supervisors, managers and directors.

10. The Business Administration addition has been completed.

Office of the President: 1987-88

1. Continue and expand number of breakfasts and lunches with student groups. Status - Considerable Progress.

Six breakfasts with student groups were planned and seven were held. Additional lunches in the residence halls were also sponsored.

At mid-year I decided to hold an open house every Tuesday from 12 to 1:30 p.m. in the Assembly Room for any students or employees caring to drop in. As anticipated, the initial sessions were very well attended, but by the end of the semester they had dropped off considerably. I anticipate continuing these gatherings but in the smaller setting of the Chart Room during 1988-89.

2. Continue to develop plans in the recruitment of minority faculty, staff and students through collegiate and administrative areas. Status - Considerable Progress.

Each dean has completed the requested program, and each plan has been publicized throughout the University and in the Admissions Office. A report has not yet been made to the Board of Trustees, but will be made early in the fall of 1988.

3. Reprioritize goals in the Role and Mission Statement. Status - Considerable Progress.

The President's Office has completed all but the final step of its part in the reprioritization of the goals in the Role and Mission Statement of the University. The final step must await Senate action. Early in the fall, all deans, directors, chairs and program heads were contacted and requested to submit written recommendations about how the goals should be reprioritized. Subsequently, the collated results were transmitted to the Committee on Academic Affairs of the Senate, which was charged with the responsibility of conducting the overall reprioritization.

The Committee on Academic Affairs has done a superb job, including the holding of public hearings for interested parties, the collecting of a lot of information, and the reconciling of opposing viewpoints in the preparation of a report recommending grouping of the 27 goals in the Role and Mission Statement into categories, based upon the Committee's opinion of the emphasis the University should place on the goals within each classification.

The Committee on Academic Affairs' report was submitted to the president and to the Faculty Senate for study, review and recommendation. In September, the senate adopted the report, and suggested that the Committee on Academic Affairs monitor the prioritization annually and report to the senate progress being made on the goals. My office will review the recommendation and submit a final proposal on the Role and Mission document to the Board of Trustees.

4. Conduct a five-year evaluation of Vice President for Academic Affairs as mandated by the Academic Charter. Status - Achieved.

In accordance with the University's Academic Charter, a five-year evaluation of the vice president for academic affairs was conducted. The report recommended the continuation of the vice president in office.

5. Develop proposal for funding and construction of a Convocation/Regional Center. Status - Considerable Progress.

As noted elsewhere in this report, the studies leading to the proposal for funding and construction of a

Convocation/Regional Center have reached an impasse due to circumstances beyond our control. These circumstances include unexpectedly high cost (\$50 million plus) and a political situation which has resulted in low operating and academic budgets for higher education this year and for the immediately foreseeable future. However, the planning and proposal development which was the goal stated in last year's Annual Report was accomplished, and a final presentation of this report will be made to the Board of Trustees, including an analysis of alternative choices, during the coming year.

6. Visit predominantly minority high schools in Ohio to recruit minority students to Bowling Green State University. Status - Achieved.

I did visit predominantly minority high schools in Cleveland and Toledo, and visits are planned in the Columbus and Dayton areas. I also spoke to the congregation of a black church in Toledo, gave the commencement speech at Old West End Junior School, a predominantly black school, and spoke to other organizations such as the Committee of One Hundred Committee on Education in Toledo about the pressing need for the recruitment of additional minority students in higher education.

7. Establish a computerized National Merit Scholar Recruitment Program as part of the Admissions Office annual operating procedure. Status - Achieved.

A National Merit Scholar Recruitment Program has become a computerized part of the Admissions Office annual operating procedure. The highest number of National Merit Scholar finalists and semi-finalists in the history of the University will enroll this coming fall.

8. Work with the Office of University Relations to conduct fund-raising campaign for the University's Opera Program. Status - Not Achieved.

After extensive contacts with people we believed to be in support of the University's College of Music, it has not yet proven possible to raise \$400,000 in support of the University's Opera Program. We are reviewing this goal with Dean Robert Thayer and Professor Lazarus, the director of the opera program.

9. Implement "Get Acquainted Sessions" across University divisional lines to increase sensitivity to racial and ethnic relations on campus. Status - Some Progress.

"Get Acquainted Sessions" across University divisional lines were sponsored by several operating divisions. These efforts will continue.

10. Invite the Boards of the Alumni Association and the Foundation to make reports to the University Board of Trustees, and plan a social function for members of all three Boards and their spouses. Status - Considerable Progress.

The Board of the Alumni Association and the Board of the Bowling Green State University Foundation did make presentations to the University's Board of Trustees during 1987-1988. We did not have a unified social function bringing all members of these Boards and their spouses together, but such a gathering is planned for Homecoming weekend of 1988.

11. Develop an Economic Impact Statement of Bowling Green State University on the local community. Status - Achieved.

The Economic Impact Statement of Bowling Green State University has been updated and will be publicized this fall.

12. Establish a Minority Faculty, Staff and Student Retention Advisory Board in each College of the University. Status - Achieved.

Each dean has been requested to form a Minority Faculty, Staff and Student Retention Advisory Board for their collegiate units. These committees have been formed and will report to the vice

president for academic affairs each year.

13. Prepare and present the Capital Budget to the Ohio Board of Regents and the State Legislature. Status - Achieved.

The Capital Budget was prepared and was presented to the Ohio Board of Regents and to the State Legislature. It resulted in one of the most favorable capital budgets the University has received in recent biennia.

14. Develop programs to encourage non-alcoholic events, educational programs and social opportunities for the students. Status - Achieved.

New programs have been developed to encourage non-alcoholic events at the University and to educate the community about the consequences of alcohol abuse. A new club, The Quad Rock Cafe, serving non-alcoholic beverages was opened in Founders Quadrangle, and the development of this club will be one of the goals in Student Affairs during 1988-89.

15. Recommend a Faculty Salary Policy to the Board of Trustees. Status - Achieved.

Recommendations concerning faculty salary policy were made to the Board of Trustees during the 1987-88 Academic Year. These policy recommendations included: a) a specific data base to be used for future salary comparison analyses by both the Administration and the Faculty Senate; b) the continuation of the "60-40 percent" across-the-board/merit distribution salary increments for the next year, and c) a commitment to accomplish at least a mid-range ranking among all Ohio universities in average salary at each rank.

Office of the President: Additional Accomplishments

1. As soon as it became evident that an unusually high tuition increase would be necessary at Bowling Green State University, the Administration determined to seize the initiative and attempt to explain the causes of this highly undesirable situation to our constituents. We were fortunate to receive sympathetic treatment from the media, including the *Sentinel Tribune*, the *Blade*, and both major Toledo television stations. WFOB, Bowling Green, was also helpful in permitting us to present the University's information and opinions to its listening audience.

I want to thank all of the people in the media who made this full airing of the issues involved possible, and in particular to thank Clifton Boutelle, Dr. Ralph Wolfe, and Philip Mason, all of whom gave me invaluable help in making the contacts necessary and preparing the materials which made possible our presentations. A special word of thanks to Bill Spengler, who attended a meeting with Channel 11 executives at considerable inconvenience to himself.

We also wrote to all the parents and students of Bowling Green and the response was gratifying. We received only two letters of complaint, and three other letters, two of which were supportive and one of which wished to ask a question. The necessity for the tuition increase was regrettable but unavoidable, but thanks to the cooperation of the media its shock value was diminished through the early presentation of accurate information.

2. I was the fortunate recipient of two awards during the past year. The University of Salzburg Gold Medallion was presented to me for efforts to enhance the value of international education upon the occasion of the 20th Anniversary of the University of Salzburg Cooperative Education Program. The University of Salzburg has several Bowling Green students and at least one and sometimes two faculty members working and studying at that marvelous institution each year. We are currently working to enhance faculty exchange possibilities on this campus with Salzburg.

I also received the "Key to the Golden Door" award from the Board of Directors of the International Institute of Greater Toledo, Inc. This award is given annually to immigrants to the United States who have made some contribution to this wonderful country, and I extend my gratitude once again to the society for thinking of me.

3. President Ronald Reagan appointed me a member of the National Council on the Humanities in May 1987, and I have now attended five meetings of the Council. The exceedingly high quality of grant applications for Council's limited funds are very reassuring to me.

4. The University reached an agreement with the City of Bowling Green's administration and planning commission to close Ridge Street to through traffic on a trial basis beginning this fall. If the experiments work, permanent application will be made to close Ridge Street during class hours.

5. A proposal to develop a new formal entrance to the University was developed and presented to the Board of Trustees. The Board approved the project with significant improvements in June 1988. Construction will begin this fall.

6. More than 150 local business people attended the reception held in honor of the Bowling Green Chamber of Commerce in McFall Center. The reception was so pleasant and productive that we intend to continue this practice in the future.

Part II
Goals for 1988-89

Academic Affairs: 1988-89

1. We will continue to implement the Cultural Diversity proposal, which was submitted in the fall 1986 and approved spring 1987. Significant progress has been made toward the implementation of this proposal, including the development of 11 courses for inclusion in the Cultral Diversity curriculum. Further and new submissions will occur during the next year in humanities, the social sciences and multicultural education. We expect nine more courses to be approved in the fall 1988.

2. A complete review of the University's Honors Program will be undertaken. Included in the review will be the development of policy for the future direction of the program, including its staffing, funding and possible expansion.

3. The development of General Education courses for upper division will be completed. As noted earlier, approximately 20 courses have been approved to date. These will be reported to Undergraduate Council in the fall, and action on some 30 additional courses is pending. It is anticipated that a total of 70 upper division courses will have been developed and approved during the two-year period 1987-1989.

4. Although the Minority Scholars Cooperative Education program was expanded by 6 students to a total enrollment of 22, additional progress needs to be made. We will continue to attempt to achieve a goal of 35 students in the program, and to encourage additional faculty mentoring.

5. Two Distinguished Visiting Professors will be invited to the campus during the coming year.

6. We will continue to improve library holdings and examine long-range staffing needs in an attempt to meet the American Research Library Association's standard for entry. This is a long-term goal, but we need to make progress each year. We will also recommend to the budget committees in the coming year an improvement in staffing of the library.

7. We will explore the feasibility of establishing a Minority Faculty Recruitment Financial Pool, the funds from which could only be used to hire minority faculty members.

8. A final decision will be made about whether to implement an additional Faculty Supplemental Retirement program.

9. Recommendations will be received and an appointment will be made relative to the University's first Distinguished Teaching Professor.

10. We will pursue the development and utilization of modern instructional technology in the teaching of undergraduate students, and a report will be made to the University community, including recommendations for future use of such technology, before the end of the academic year.

11. An Instructional Improvement Workshop, under the leadership of Professor Ruth Olscamp, was sponsored by the Faculty Development Committee on September 8 and 9.

12. Five-year evaluations will be conducted of the deans of Health and Human Services and the College of Business Administration.

13. Consultations will be held with the appropriate Faculty Senate committee to consider whether it would be appropriate to create a new instructional rank that will better accommodate the needs of departments to provide instruction in basic intellectual skills.

14. A funding analysis, with recommendations for the future, will be completed for all doctoral programs.

Planning and Budgeting: 1988-89

1. In conjunction with the treasurer's office, oversight and assistance will be provided for an external consultant's study of administrative efficiency at the University.

2. We will participate with the Medical College of Ohio in Toledo, and the University of Toledo in a study of the costs incurred on the three campuses for the joint nursing and physical therapy programs.

3. The allocation of utility costs and general service charges to University auxiliaries will be reviewed and recommendations for any changes will be made.

4. We will review the Resource Planning Handbook and explore the possibility of creating a University Budget Handbook which would be updated and distributed annually to participants in the budgeting process.

5. In conjunction with the Office of the President, we will continue our efforts to enhance our state subsidy through modest increases in our enrollment ceiling, revision of the Ohio Board of Regents subsidy formula, and analysis of University reports to the Ohio Board of Regents.

6. We will improve the average ACT Composite score by .4 points (to 22.0) for the fall 1989 freshman class, and we will improve the average high school grade point average to 3.15.

7. The number of minority applicants will be increased by 15 percent over fall 1988, and we will increase the number who actually attend the University by 12 percent.

8. We will recruit 30 National Merit Scholar Finalists and 10 National Merit Scholar Semi-finalists by Fall 1989.

9. We will complete, test and install the on-line telephone registration system including training for all user groups, development of public relations programs, inter-university liaison work, and full documentation of the system.

10. We will develop a transfer student wing within the Office of Registration and Records to better serve particularly the transfer student needing transcripts

evaluated from other institutions.

11. A broadly representative group will be appointed to begin the development phase of planning for the design and implementation of a new comprehensive financial accounting system for the University. A timetable will be set for implementation phases and a complete proposal for consideration by the central administration will be completed by spring 1989.

12. The terminal year of the University's current five-year computing plan is 1991. It will be updated in 1988-89 for the five-year period from 1988-1993.

13. Training and hands on accessibility for the Supercomputer will be provided to faculty, staff and graduate students to enhance our use of this 21st Century technology.

14. We will establish a new procedure for processing telecommunications bills that is less labor-intensive.

Operations Area: 1988-89

1. The Office of Capital Planning will expand its program for identifying ways to develop more accurate cost estimates for state-funded capital projects.

2. University Food Operations will study the feasibility of switching the board plan for utilizing coupon books to a computer activated plastic card which will charge the cost of a meal against the student's remaining board balance in the Bursar's Office.

3. University Food Operations will expand and update the Student Employment Program to better recruit, orient and retain the 800 student employees hired each year.

4. The Parking and Traffic division will create 150 new resident student parking spaces to accommodate residents of the McDonald and Offenbauer residence hall complexes.

5. A study will be performed to ascertain the feasibility of combining faculty, administrative and classified staff personnel operations in a single office. The study will cover personnel functions common to all three groups, but will not include such matters as tenure and promotion, and other items related to the academic qualifications and performance of faculty.

6. The University Union and plant operations and maintenance will jointly initiate a project to reduce water usage by 4-5 million gallons of water per year. The estimated annual cost savings would be approximately \$15,000.

7. The Office of Management Support Services will conduct client satisfaction services for parking services, the post office, personnel services, police, environmental services and insurance.

8. The Office of Environmental Services will coordinate a project to retro-fill/remove electrical transformers and switch gears that are PCB contaminated. This two-year project will be conducted to assure compliance with an EPA deadline of October 1990.

9. The Office of the Vice President for Operations will expand the Host Program which now offers tours and briefings of the operations area activities for the University community to local community organizations.

10. Detailed cost analyses and preliminary sketches will be worked out for alternative choices to the Convocation Center plan. These will include seating for the north end of the Ice Arena, renovation of Anderson Arena, the construction of a stand-alone classroom facility, and construction of an Intercollegiate Athletic Training Facility.

11. During the coming year we expect the Williams Hall renovation to be completed in October or November 1988. The departments of sociology, history and political science have moved back into the facility, but some finishing work remains. The Overman Hall, Phase I, renovation will be completed in April 1989.

12. Develop a long-range plan for the maintenance and/or replacement of all University primary and secondary electrical equipment.

Student Affairs: 1988-89

1. The Student Code will be revised to incorporate regulations and policies for the new legal drinking age, offenses centering around the introduction of computer viruses into University computer programs, guidelines for the use of the telecommunications system and the new academic honesty policy. In addition, we will review the penalties concerning vandalism to ascertain whether it is appropriate to make them more severe.

2. We will address the issue of declining interest in resident adviser and unit and hall director positions. We will study the salary structure and benefits for these positions to make changes that are necessary to attract well-qualified persons.

3. A plan and cost analysis will be developed for the progressive computerization of the routine business of the division of student affairs.

4. We will continue to monitor and support special projects in the Office of Minority Affairs used in recruiting and retaining minority students.

5. We will increase efforts to provide non-alcoholic social events and to enhance the utilization of the University's current non-alcoholic resources.

6. We provided a Freshman Convocation in August 1988, and due to its success, will consider sponsoring it again next year.

7. We will implement the Student Affairs component of the Alcoholic and Drug Education and Prevention Program.

8. We will continue to expand residence hall academic tutoring and increase the number of students participating in these tutoring sessions.

9. We will develop a comprehensive statement on the appropriate goals for the University's scholarship programs.

10. A study will be conducted and recommendations will be made to enhance control of noise in the residence halls. Noise continues to be the most mentioned negative concern of resident students and efforts must be increased to gain control over this problem.

11. The Office of Financial Aid and Student Employment will implement a guaranteed student loan exit interview and a debt management counseling process. The office is currently working on a system to satisfy this federal mandate and hopes that it will be in place by the end of July 1988.

University Relations: 1988-89

Alumni Affairs

1. We will generate a monthly Alumni Association/University Update to be mailed to Alumni Association board members.

2. We will work with board committees to involve the Alumni Board in a program to celebrate Bowling Green's 100,000th

graduate, who is expected to receive his/her degree in the spring 1989 graduation.

3. We will raise a minimum of \$30,000 through special projects for the Mileti Alumni Center debt payoff. Projects will include Parents' Day Show profits, an insurance program, credit card programs, and the Alumni Gift Shop.

4. The Office of Alumni Affairs will assist the Office of Development in raising 10 more Chapter Scholarships to the \$10,000 endowed level.

5. The Office of Alumni Affairs will work with the Office of Development to initiate at least two new Chapter Scholarships.

6. The Office of Alumni Affairs will work with the Office of Development to explore fund-raising possibilities in support of the National Merit Scholar Recruitment Program.

7. Each in-state alumni chapter will be asked to submit an annual plan, and to hold a minimum of two planning committee meetings as well as a minimum of two events for their general memberships each year. Each out-of-state chapter will be asked to hold a minimum of one event during the fiscal year.

Office of Development

8. The Office of Development will attempt to achieve the following fund-raising goals during the coming year:

Cash Contributions: \$3.3 million
Gifts-in-Kind: \$500,000
Alumni Giving: \$900,000
Alumni Donors: 13,500
Presidents Club: Minimum of 85 solicitations and 30 new members

9. The Office of Development will continue development and implementation of the College of Business Dean's Advisory Council by adding 25 members during the charter membership period.

10. The Office of Development will conduct an in-house telefund campaign for 66 nights of calling during the 1988-89 fiscal year, and we will contact 50,000 alumni and friends.

11. We will develop means to contact 10,000 lapsed donors in an effort to further expand our base of annual support.

12. We will conduct 300 personal visits to identify and present gift planning proposals, both in Ohio and nationally.

13. We will increase planned gift expectancy by \$150,000 and increase irrevocable planned gift commitments by \$200,000.

Public Relations

14. We will advance the public relations plan for the Foundation Board by holding Foundation Board Appreciation Night, arranging on-site visits when members are on campus, increasing staff and Board interaction, and furthering our efforts to keep members abreast of higher education issues, particularly at the University.

15. We will create annual social opportunities to solidify contacts between city and county school administrators and Bowling Green faculty and administrators.

16. We will market the new Arts and Humanities video which gives a 10-minute summary review of the full range of cultural activities that occur each year at the University.

17. A new "Report from the President" will replace the "Inside Bowling Green" publication for area business leaders.

18. An advertising campaign will be developed and targeted primarily to the *Blade* and the *Sentinel Tribune* that will use as its basis the "Report from the President." The purpose of the campaign is to inform the community of the University's many accomplishments on a periodic basis, including the increasing quality of both undergraduate and graduate students.

19. We will produce six features for release to specialized markets such as

women's and lifestyle editors, Sunday newspapers, magazines and trade journals, etc.

Television Services

20. WBGU-TV will introduce a new legislative/public affairs series on WBGU-TV.

21. A 1989 WBGU-TV Silver Anniversary Endowment Campaign will be initiated, and a comprehensive promotional campaign for the 25th Anniversary of the television station will be developed and implemented throughout 1989. This will include printed pieces, advertising, in-house and off-site events, a traveling exhibit and a speaker's bureau.

22. We will increase the number of teleconferences by 100 percent.

Office of the President: 1988-89

1. We will reinstitute a trustee/faculty/administrative "retreat" at the request of members of the Board of Trustees. The purpose of the function, which we hope to hold either in November or January, will be to enhance personal and social relationships among individuals who frequently work together from all three groups, to provide a current awareness of the University's directions and intentions, and the methods by which it is moving toward those ends, and to enable trustees to better understand the inner workings of the institution's constituent employees.

2. The executive assistant to the president and the president will spend considerable time in Columbus during the coming year in an effort to support the highest possible subsidy increases for the higher education budget. We will also be doing our best to achieve changes in the Ohio Board of Regents subsidy formula in order to avoid the circumstances which led to our receiving the lowest subsidy increase in the state this year.

3. We will complete drawings and commence construction for the new University Main Entrance on East Wooster.

4. We will close Ridge Street to through traffic on a pilot basis during the academic year, and make recommendations about the feasibility of closing the street permanently by the end of the year.

5. I will visit at least three predominantly minority high schools in northern Ohio in an effort to further enhance our recruitment of minority students. I will also seek other visiting opportunities in predominantly minority communities through such social and institutional entities as churches, civic groups, etc.

6. I will finalize and submit to the Board of Trustees a reprioritized Role and Mission Statement for the University.

7. I will continue the faculty "Fireside Chats" at the president's home, which have thus far been attended by 461 full-time continuing faculty, and I will also reinstitute my visits to academic departments on a periodic basis.

8. I will continue the Open House I started this year on Wednesday afternoons for students, but relocate it to the more intimate setting of the Chart Room since attendance after an initial "balloon" declined dramatically, as expected.

9. We will continue our efforts to raise an endowment fund for the opera program in the College of Musical Arts. This has proven much more difficult than we anticipated, and we are in the process of re-examining both the timetable and the means by which we might accomplish this goal.

10. We will sponsor a joint social occasion for the Alumni Board, the Foundation Board of Trustees, and the Board of Trustees of the University and their spouses in the fall of 1988.

11. We will strike a medallion to be presented to the winner of the University's Distinguished Research Professorship. The medallion will be presented upon an occasion at which the winner of the award will present a paper describing his or her current research.

12. We will continue the employment freeze which is currently in effect at the University. This freeze requires that no new positions be added to the University's non-faculty employment areas without the unanimous consent of the vice presidents and the written authorization of the president.

13. I shall re-evaluate the Convocation Center proposal, and present alternative options which would satisfy many of the University's needs to which the Convocation Center proposal is addressed at less cost to the Board of Trustees during the course of the coming academic year.

14. We will continue to seek to develop the University's Dunbridge Road property. We have received verbal assurance that we will receive a minimum of \$250,000 in a matching grant from the Ohio Department of Development. We were seeking a \$500,000 grant, and this may yet come to pass. The University is trying to develop the property in conjunction with an enterprise or enterprises which will provide learning and research opportunities for students at the same time that the University earns income from the project.

15. My office will host at least two "Business After Hours" receptions for local businesses and the city administration at the University.

16. We will organize and hold a "State House Falcon" event for graduates of Bowling Green who are members of the state legislature, the executive wing, or employees of state government located in Columbus.

17. We will explore ways to place greater emphasis on those aspects of the educational experience at Bowling Green which require the use and development of critical and analytical faculties, and which encourage students to become involved in the aesthetic and creative aspects of their learning experience here.

18. We will explore ways to enhance favorable student perceptions of general administrative functions in the University at all levels.

Conclusion

In a recent issue of *Fortune Magazine* (June 6, 1988, page 60), James Burke tells about his early days at the Johnson & Johnson Company. He was asked to head up a new products division and began developing a number of new ideas. At the beginning, efforts failed, and apparently in highly visible fashion. He was summoned to the office of the legendary chairman, General Robert Wood Johnson. As Burke tells it, General Johnson asked, "Are you the one who just cost us all that money?" and Burke admitted that he had. Johnson's next words were, "Well, I just want to congratulate you. If you are making mistakes, that means you are making decisions and taking risks. And we won't grow unless you take risks."

Universities, of course, are not primarily businesses, although they do have many auxiliary enterprises. Nonetheless, General Johnson's words carry a moral for us. If we are not willing to change, with the attendant inevitable fear of the unknown, then we may never be threatened but neither will we make progress. An excellent example of a "failure" carried out at considerable risk, but which nonetheless will have many positive effects for the foreseeable future at the University, occurred during the past year.

Those who read my last year's Annual Report will be familiar with the term "H.B. 309 Committee." House Bill 309 was passed by the Ohio Legislature a couple of years ago, and permitted the University for the first time to establish its own classified staff compensation and pay system. I decided to ask the representatives of the classified staff, through the Classified Staff Advisory Council, to appoint a committee comprised of individuals chosen from the

classified staff for the purpose of studying, designing, and implementing such a pay scheme at Bowling Green. This was a radical step, for never before had any non-faculty employee group been asked to establish their own compensation system at this University, and I don't believe it has ever been tried at any other Ohio university.

The 309 Committee labored for almost two years, and the quality of their work was high indeed. They established the fact that Bowling Green draws its classified staff almost exclusively from within a 35-mile radius of the University. They identified employers who hired employees similar to our classified staff within that territory, and surveyed those employers. They surveyed our own staff in an attempt to update job descriptions on campus and they established comparative rate scales showing Bowling Green's position as compared to similar institutions and other employees of similar trades and skills within the market area. They discovered that although some classified staff were paid wages that fell above the market rate and some were paid wages below the market rate, the majority were being paid competitive wages.

The House Bill 309 Committee courageously suggested a pay plan in which annual increases based on the market survey would create a "university" rate for each position. The impact of the plan would have been to provide annual pay increases for all Classified Staff, while introducing "equalizing" wage adjustments -- specifically 1) those employees receiving wages above the "University" rate would receive a pay increase formulated to bring them closer to the University rate (a percentage pay increase slightly less than those below the "University" rate), and 2) those below the "University" rate would receive additional wages either immediately or through a staged process to bring them up to a competitive wage level. The cost of this adjustment was estimated to be \$360,000.

The entire classified staff was asked to vote on this proposal this spring. Eighty-nine percent of those eligible to vote did participate in the election, and the 309 Compensation System Proposal was soundly defeated.

What is to be made of this? Personally, I deeply appreciate the work of the 309 Committee. Their market surveys will become the foundation for future classified staff pay recommendations. Much of what they discovered in their review of job classifications at the University will be used to update the classification system itself, to combine and reduce the number of classifications where that seems appropriate, and to create new ones where modern technology has developed new marketable skills. Areas of concern for the classified staff which were uncovered through the investigations of the 309 Committee will be addressed as promptly as can be managed by the administration.

These are all opportunities with long-range impact on the well-being of the University at large which would not have been recognized unless the 309 Committee had done its work. I wish to express my gratitude once again to them and to assure them that their work has not been for naught, and will be important to the welfare of the classified staff in the future.

There is one area of the University which although we are making improvements in it, is not moving at a rate comparable to other improvements. This is the area of minority faculty and staff hiring. We have made some progress in our efforts to hire new minority faculty and staff, but the increases are not statistically significant. The problem, as we all know, is not unique to Bowling Green. As the American Association of State Colleges and Universities pointed out in a recent report entitled "Minorities in Public Higher Education: At a Turning Point," graduate and professional education for minorities in the United States presents a bleak picture. The enrollment figures at these levels were discouraging even in the early 1970s, but by 1976 the proportion of blacks in graduate and professional programs began to fall even more steeply.

Although approximately 12 percent of the national population is black, only about 5

percent of the doctoral degrees granted annually are received by members of this minority group. In 1984, 1,049 blacks received doctorates at American universities, but more than two-thirds of them were in fields in education and the social sciences. In that same year, 15 Ph.D.s in engineering were granted to blacks, 13 in business administration, 11 in physics, four in mathematics and three in computer science. Obviously blacks are not providing a sufficient percentage of potential professors in fields characterized by high demand throughout the country. There is an additional intriguing fact: black women already outnumber black men on our college campuses and the margin of their numerical superiority is increasing.

I wish I had the answer to these problems. I do not. We are doing what we can. The report of the vice president for academic affairs appended to this report and in the copies which are on file in the Jerome Library and in my office, show that the deans have developed specific plans for the hiring of additional minority faculty and staff. Each college has developed a plan for its particular needs. But it does little good to have such plans unless one has the resources, particularly financial, to implement them.

Recently I was contacted by one of our academic divisions which had an opportunity to hire a black faculty member. To have any chance at all of hiring this person, it was necessary to begin salary negotiations at a level \$10,000 higher than would have been the case for a non-minority candidate, due solely to the scarcity of minorities with Ph.D.s in that field. The same principle held true in recent discussions with a prospective employee for the Library, and in another department it was necessary to make an unusually high adjustment in a faculty member's salary in order to keep him from accepting a still higher offer at another university, and that faculty member had been here only one year.

In my opinion, if we wish to increase the number of minority faculty at Bowling Green we have no choice whatsoever but to compete for these people with other universities on the national level. We must hire more minority faculty so that we will be able to attract additional minority students at the graduate level, which in turn, in the long run, through our efforts and those of the major universities in the country, must result in an increase in the numbers of minority Ph.D.s in demand areas.

This is a long, slow process, and a very expensive one. I do not suggest that we can compete successfully in every field, nor do I suggest that we can allocate resources specifically to this task without regard for their quantity and the other needs of the institution. But I do believe the time has come for Bowling Green to create a minority faculty hiring financial pool and to accept the competitive facts of life in faculty hiring. I will be seeking support throughout the University for this important proposal in the very near future.

Elsewhere in this report I have mentioned the sad necessity for a fee increase during the past year. I frequently meet individuals who, when presented with Bowling Green's instructional and general fee charges--\$2,480 for the coming academic year--respond by saying that it is still a very good buy. Unfortunately, most of these people are from families who can afford the tuition at private universities. Bowling Green is not in the same business as the Ivy League. We are in the business of mass education, and we are in that business by statute. It is becoming more difficult however to live up to our statutory responsibilities with inadequate levels of state support.

The families of Bowling Green students are not wealthy. Approximately 10,020 students received some form of financial aid last year. The average aid per recipient was \$2,969.40: a figure which includes grants, loans, student employment, graduate assistantships, fee waivers for employees and state sources of financial aid. The average income for parents of dependent students, that is, students who receive financial aid at the University and are dependent upon their parents for IRS purposes, is \$33,959.

The average net worth of families with dependent students studying at Bowling Green and who receive any financial aid is \$43,750. "Net worth" is defined as the value of home, business and farm minus any debt against these assets plus funds in



Nadia Burova (standing right), a Soviet peace educator, presented a lecture at the University and spoke with area third grade students. She has helped found the Center for Creative Initiatives in Moscow which strives for international peace by educating children.

checking or saving accounts. The average home equity of a family with a dependent child studying at Bowling Green is \$35,747. These numbers reflect 1986 calendar year earnings, so there would be some modest upward adjustment if they were current. The data is taken from the 1987-88 financial aid form.

What these numbers tell us, it seems to me, is that almost two-thirds of our students come from families of quite modest means. Many of these families have more than one student attending college at the same time. We estimate that it cost approximately \$6,000 per year in 1987-88 to support a student for everything, including fees, room, board, travel and books. Spending 6,000 after-tax dollars on a son or daughter's education is a fairly high percentage if your income is \$34,000 per year, and if you have a second child in college, \$12,000 would be an impossible burden to carry unless you had accumulated significant savings through the years.

These figures illustrate the validity of our claim that if the state wishes universities to live up to the statutory expectation that they provide mass education to the citizens of Ohio if those citizens hold an Ohio high school degree, then they must do a better job of providing state subsidies to make that possible. It is a contradiction in terms to provide an insufficient level of state subsidy which necessitates in its turn high annual increases in fees and at the same time to assert that your state universities have an obligation to provide education to the population at large. We will be doing our utmost during the coming year to press home this message to the state legislature. We need your help, even if you are not a graduate of Bowling Green, in this important educational effort. If you live in Ohio, this message is critically important to you.

All of us in the Office of the President are saddened by the retirement of two of our most faithful helpers. June Shrider has been secretary to the Board of Trustees for 26 years. Her unfailing courtesy, good humor and willingness to work hard has been an inspiration to us all, and particularly to Phil Mason, my executive assistant, with whom she worked directly.

Betty Moon has been secretary and receptionist in the Office of the President for the past 16 years and has been employed by the University for 22 years. She has handled many difficult situations as the "gate" to the Office of the President through the years, and I have appreciated her personal strength, total discretion and great civility during my six years of association with her. Her quiet humor and total dependability will be missed, as will her friendly greeting every morning. We all wish both these friends a very happy and healthy retirement, and we hope to see them on the campus frequently.

Marianne Kolbe has replaced Betty Moon as secretary/receptionist, and Deborah Magrum has taken up June Shrider's position as secretary to Mr. Mason and to the Board of Trustees. We welcome them and look forward to working with them.

In the introduction to this report, I noted that probably the most important thing that an administration could do for a University would be to exercise careful scrutiny over the hiring process for new faculty, because in the long run the faculty are the only guarantee of a University's excellence. A

recent article in *At Bowling Green*, the alumni magazine, about a new faculty member here illustrates this point beautifully. It says so much that is important about Bowling Green that I am going to quote it in its entirety. The story reads:

Eileen Underwood is typical perhaps of many of the new faculty hired at Bowling Green in recent years and she is flourishing in an academic environment that encourages research activity.

When she was looking for a faculty position in 1985 she had a teaching and research background that attracted offers from several schools. She had taught biology at Indiana University where she received her doctorate and had done extensive research in developmental genetics while a research fellow at UCLA.

"I wanted to go to a university with adequate facilities and a clear commitment to research and Bowling Green filled the bill on both counts," she says. "I was impressed with the thoroughness of the interviews and was convinced that Bowling Green was trying to increase the amount of research being done. I was also assured that the University would assist in getting my research program started," says Underwood, an assistant professor of biological sciences.

Underwood has been around the academic world long enough to know that promises are not always fulfilled. "Politics often get in the way but that hasn't been the case here," she says, adding that both the department and University have been supportive. "Internal funding was available and Dr. Clark (vice president for academic affairs) and the research services office were helpful in my getting an external grant. Sometimes funding is difficult to obtain at schools the size of Bowling Green but my experience here has shown that it is possible."

Her search for research support paid off early this year when Underwood was awarded a three-year \$240,000 grant by the National Science Foundation. She is studying the development of genes in drosophila, tiny fruit flies used in genetics research; an investigation that could lead to gains in the battle against birth defects.

She is particularly happy with her colleagues at Bowling Green. "They are interested and helpful. I'm not working by myself. For example, one of the new faculty members is a molecular biologist and since my work involves that area, I can talk to him when I get stumped. It's nice to be able to talk out research problems and I can do that with the people here," Underwood says.

And she likes teaching and working with students. "I've been teaching too long to let go and concentrate solely on research. Teaching and research are very compatible and I think it's beneficial to undergraduates to see their professors actively seeking new knowledge. I know I was inspired that way and perhaps I may do the same to some of my students."

I don't think I have ever come across a clearer encapsulation of what this great University is all about. It is for students; it is for young scholars and established thinkers; it is for service to the public and it is about dedication. Above all, it is about the unrelenting, on-going search for and commitment to excellence.

President Olscamp addresses ASC

President Olscamp was the guest speaker at the Nov. 3 Administrative Staff Council meeting, and he addressed a wide range topics and questions from the members.

Olscamp said the University needs to centralize its personnel functions with one main office that localizes its duties. "I'd like to see the personnel functions of faculty, administrative staff and classified staff all in a single office that would probably be a division of the vice president of operations," he said.

Olscamp said an investigation will be conducted into the possibility of combining the offices. He said he did not foresee any staff being eliminated or added by the centralization move.

On the matter of the University's enrollment ceiling possibly being lifted to 16,000 full time equivalent students, Olscamp said he does not anticipate much change to occur if the Ohio Board of Regents approve the lift. He said Bowling Green enrollment is almost at 16,000 and "there isn't room for very many more students."

"We can't take an increase of freshmen and sophomores for housing reasons," Olscamp said. However, he said the University would intensify its recruitment of graduate students, and there will possibly be an increase in the number of junior and senior transfer students who would have little impact because they are doing work in their majors and usually do not require on-campus housing.

If Bowling Green is allowed a ceiling above 16,000, Olscamp said he thinks the University should set a limit of 20,000 students for the campus.

"I don't believe the quality of a

University has to do with its size. We have a livable atmosphere here where the kids get to know one another easily. I don't want to lose that kind of social atmosphere or the sense of community we have," he said.

On the topic of University-provided day care, Olscamp said he is in favor of it but has been unable to find funding sources. He said he refuses to obtain the funding from student fees, and has been turned down by the state for funding three times in seven years. "I'm open to suggestions," he said.

Later in the meeting, council members discussed the need for day care facilities on campus, citing the high demand and inadequate number of facilities provided in the community. The council decided to appoint a subcommittee to investigate how other universities have funded day care centers and how many employees would use the facility.

In other business, Rich Hughes, chair of the Personnel Welfare Committee, told the council he had consulted with Dr. J. Christopher Dalton, vice president for planning and budgeting, who told him the University does not have the funds to support employee fringe benefits. However, the University might consider benefits that would not cost anything. Hughes said the University is considering a family health care proposal and two administrative staff sick days being converted into personal days.

Hughes said a subcommittee is continuing its work on administrative salaries and will be collecting data on 46 comparable positions at other universities.

Violence to be focus of conference

When, if at all, is the use of force or violence justified in a democracy? Is violence by individuals "in the name of justice" or violence "for equality" legitimate? These are some of the topics that will be discussed at an international conference on "Violence, Terrorism and Justice" being held Friday through Sunday (Nov. 18-20) at the Miletic Alumni Center.

Sponsored by the philosophy department, the conference will feature eight speakers and topics, including Thomas Schelling, Harvard University, on "Purposive Terrorism: Relating Means to Ends," and Annette Baier, University of Pittsburgh, on "Violent Demonstrations." Two papers on state terrorism will be presented by Jonathan Glover, University of Oxford, and Alan Ryan, Princeton University.

United Way totals incoming pledges

A total of \$61,203 had been pledged to the campus campaign for the United Way as of Nov. 8.

Greg Jordan, general chairman of the current fund drive, said that total comes from 676 pledges made to-date. "Cards continue to be returned on a daily basis," Jordan noted, adding that final totals for the campaign, which ended officially on Oct. 28, probably will not be available until January.

He added that if pledges continue at the

Jan Narveson, Waterloo University, Canada, will speak on "The Ethics of Violence." Virginia Held, City University of New York, will address "Terrorism, Rights and Political Goals" and Thomas Hill Jr., University of North Carolina, will discuss exceptions to principles forbidding violence without abandoning those principles. Onora O'Neill, Essex, England, will address coercion.

The Friday session will begin at 2:30 p.m., while the Saturday and Sunday sessions will start at 9 a.m. The free sessions are the second in a new series of conferences organized by Dr. R.G. Frey, philosophy.

For more information about the programs, contact the philosophy department at 372-2117.

Geology lecture set for Nov. 14

Dr. James R. Steidtmann, a professor of geology at the University of Wyoming and a native of Bowling Green, will deliver a lecture on geologic research being conducted in the Rocky Mountain's Wind River Range in western Wyoming at 7:30 p.m. Monday (Nov. 14). It will take place in 70 Overman Hall.

Steidtmann is the son of Waldo and Evelyn Steidtmann, longtime Bowling Green residents. His father was a professor and chair of the University's

biological sciences department from 1947-55. Following his death in 1957, the Board of Trustees honored his memory by creating the Steidtmann Wildlife Preserve south of Portage.

Mrs. Steidtmann, who still resides in Bowling Green, is a former residence hall manager at the University and is well-known throughout the community as a teacher of bridge. She gave bridge lessons for 40 years and directed the University Bridge Club for 34 years.

Faculty/staff presentations

John Tisak, psychology, presented "Towards Developmental Models for Reliability and Validity" at the annual meeting of the Psychometric Society, Los Angeles, Calif., June 1988.

Thomas D. Anderson, geography, presented "Results are Needed, Not Ideology" at a symposium on the Food and Agriculture Organization of the United Nations. The article was invited by Irving Louis Horowitz, editor of *Transaction/SOCIETY* and the entire symposium of eight articles appeared in the September/October issue of the journal.

Robert G. Berns, business education, presented "The New National Marketing Education Curriculum Framework: Implications for Ohio" at the Ohio Business Teachers Association Convention, Akron, April 16; also presented "Motivating Marketing Education Students to Optimal Learning" at the Business and Marketing Education Summer Conference, Eastern Michigan University, Ypsilanti, Mich., June 23.

Denise Hartsough, radio-television-film, presented "Comparative Labor Relations: Film and Television, 1947-52" at the Society for Cinema Studies Conference, Bozeman, Mont., July 2. Also, she moderated a panel titled "Television: Theory and Practice" for the University Film and Video Association Conference, Bozeman, Mont., July 1.

Ann-Marie Lancaster, computer science, and **Timothy King**, director of planning, co-presented "How U.S. Colleges and Universities Can Confront Telecommunications Issues" at the International Conference of the Society for College and University Planning, Toronto, Canada, August.

Laura Marie Leventhal, and **Barbee T. Mynatt**, both of computer science, co-presented "A Scarce Resource in Undergraduate Software Engineering Courses: User Interface Design Materials" at the Software Engineering Institute Conference on Software Engineering Education, Washington, D.C., April.

Laura Marie Leventhal, and **David Warner Chilson**, both of computer science, co-presented "Issues in Computer Science Ethics: A Survey of Student Views" at the National Educational Computing Conference, Dallas, Texas, June.

Anne Belle Bognar, musical arts, presented an in-service workshop about teaching class piano in high school for music teachers in the Bloomfield Hills school system in Michigan on Aug. 29.

Philip G. Terrie, English and American studies, presented "Fear and Loathing on the Oregon Trail: The Indianization of Francis Parkman" at the Western American Literature annual meeting, Eugene, Ore., Oct. 7.

Angela Lindley, libraries and learning resources, presented "To Pitch or Not to Pitch: Weeding in Academic, Public and Special Libraries" at the Northwest Chapter Conference of the Ohio Library Association, Holiday Inn French Quarter, Perrysburg, May 13.

Allen N. Kepke, theatre, presented "The BA Degree in Theatre as Preparation for Teaching, Scholarship and Work in the Profession" at the National Asssocation of Schools of Theatre Conference, San Diego, Calif., July 31-August 3. Kepke was elected for a two-year term as a member of the NAST Committee on Research.

Dennis M. Anderson, political science, presented "The Effect of the Council-Manager System on Administration: Three Experiences in Toledo" at the 1988 Annual Region VI Conference, American Society for Public Administration, Toledo, Sept. 16.

Ruth Olscamp, communication disorders, and **James Wilcox**, interpersonal and public communication, presented "Does the Team Approach Damage Patient-Provider Communication?" at the 10th Annual Interdisciplinary Health Care Team Conference, Toledo, Sept. 16.

Donation from the front page

and the United States. The new Stranahan Institution will make it possible for us to attract an even greater group of international scholars, including some from Eastern Europe. We also expect to the Stranahan Chair to be occupied by an outstanding researcher in social philosophy and policy," Miller said.

In addition to the resident scholars program, the center has a successful publications program which is edited by deputy director Dr. Ellen Frankel Paul. The center's journal *Social Philosophy & Policy* is published by Basil Blackwell, in England, one of the oldest and most important publishers of philosophy in the world. The journal has included highly praised issues on distributive justice, human rights, law and philosophy, national defense and equal opportunity.

The center also co-publishes, with Transaction Press at Rutgers

Faculty/staff publications

Gregg Brownell, educational curriculum and instruction, "Young Children and Computers: What Training Do Teachers Need?," in *Journal of the Ohio Elementary, Kindergarten, Nursery Educators*, March.

Michael T. Marsden, popular culture, "The Feminine Divine: A Search for Unity in Andrew Greeley's Passover Trilogy," in the *Journal of Popular Literature*, Vol. 4, No. 1 (Spring/Summer 1988).

Michael Pearson and **Glenn Stoops**, both of marketing, co-authored "Shelf Space Allocation: A Field Experiment" and "An Analysis of Demographic, Store and Competitor Factors in Distance Rational Shopping Behavior," in *Retailing: Its Present and Future*.

Brenda McCallum, libraries and learning resources, "Songs of Work and Songs of Worship: Sanctifying Black Unionism in the Southern City of Steel," in a special issue of *New York Folklore*, devoted to folklore in the workplace, Winter/Spring 1988.

James McFillen, management, "New Answers and New Questions in Construction Worker Motivation," in *Construction Management and Economics*.

Irwin W. Silverman, psychology, "Developmental and Individual Differences in Children's Area Judgment Rules," in *Journal of Experimental Child Psychology*.

Relda Niederhofer, biology, Frelands College, "Edwin Lincoln Moseley: An Internationally Known Naturalist," in *Bartonia Journal of the Philadelphia Botanica Club*, No 54.

Robert L. Perry, ethnic studies, and **Susan**

University, a series of books and original papers which will include studies of nuclear war, plant closings, the Supreme Court, philanthropy and risk assessment.

The center holds numerous conferences, including a recently completed series of symposiums on the bicentennial of the United States Constitution, which was supported by the National Endowment for the Humanities.

"We are extremely grateful for the continuing generosity of a foundation of the importance of the Stranahan Foundation, which has enabled the center to become the leading institution engaged in social philosophy and policy research. It is our aim that the center serve as a magnet, attracting to Bowling Green the best scholars in their field as resident scholars, which in turn will attract the most highly qualified graduate students," Miller said.

Pauly, academic enhancement, co-authored "Crossroads to the 21st Century: The Evolution of Ethnic Studies at Bowling Green State University," in *Explorations in Ethnic Studies*; also co-authored with Alice A. Tait, journalism, Central Michigan University, "The Sociological Implications of the Civil Rights Movement for Black Character Development and Generic Programming within the Television Medium: 1955-1985," in *The Negro Educational Review*.

Danny C. Myers and **Wei Shih**, both of applied statistics and operations research, co-authored "A Constraint Selection Technique for a Class of Linear Programs," in *Operations Research Letters*.

Michael Rastatter, communication disorders, co-authored with Carl Dell, Eastern Illinois University, "Reading Reaction Times of Stuttering and Nonstuttering Subjects to Unilaterally Presented Concrete and Abstract Words," in the *Journal of Fluency Disorders*.

Elmer A. Spreitzer, sociology, co-authored with Suzanne E. Slenker, health promoton and human performance, University of Toledo, "Public Perceptions and Behaviors Regarding Cancer Control," in the *Journal of Cancer Education*, Vol. 3, No. 3.

Samineni Srinivas, graduate assistant, technology systems, co-authored with S.V.J. Lakshman, Sri Venkateswara University, Tirupati, India, "BASIC Program for Evaluation of Wavenumbers for Wavelengths," in *American Laboratory*, September.

Ronald Shields, theatre, "Noble Poetry Nobly Spoken: Majorie Gulian and the Glasgow Nightingales," in *Literature in Performance*, Vol 7, No. 2.

Computers are available for holiday season

Computer Services is accepting applications from faculty, staff and graduate students for microcomputer rentals for the Christmas break (Thursday, Dec. 15 through Monday, Jan. 9).

Systems that are available include the Apple Macintosh (512K with 2 800K drives; Mac SE's with 2 800K drives,) and IBM Pc (512K, two drives; or 256K, single drive). There also are limited quantities of software available. No printers are available with any of the systems.

The base fee for each system is \$25. In addition, there are two maintenance options possible. One is for \$25 and covers any required maintenance for the computer system during the rental period; the other is no maintenance payment, but the user is liable up to \$200 for any required parts or repairs, should equipment

failure occur.

Sales tax must be charged on all rentals for individuals. All systems will be in good working order at the beginning of the lease period, and must be returned in the same condition.

Applications are available at 204 Health Center, 102 Hayes Hall or 241 Math Science, or can be sent through campus mail by calling 372-2911 or 372-2102.

All forms must be returned to 241 Math Science by Monday, Nov. 28. Acceptance and rejection letters will be mailed by Dec. 6. The microcomputers are to be picked up from the appropriate lab as indicated in the acceptance letter, and must be returned to the same location on Jan. 9. A \$10 per day fee will be charged for late returns.

For sale

The Office of Admissions has for sale a Zenith Z-180 lap-top computer with a 10MB hard disk drive, internal 760K 3-1/2" floppy drive, LED display, internal 1200 baud modem, DOS and carrying case. It is fully transportable and runs on batteries or AC. For more information, contact Chris Geib at 372-2086.

The Graduate College has for sale two Princeton MAX-12 Monochrome monitors (amber) at \$95 each, and one compact Monochrome monitor (amber) at \$45. For more information, contact Dr. Nancy Mueller at 372-2791.

The treasurer's office has for sale one Monroe copier, Model RL-630RE. It uses 11 x 17, 8-1/2 x 14 and 8-1/2 x 11 paper. It can reduce and enlarge. For more information, call Deb Saygers at 372-2098 or 372-9070.

Faculty and staff are entitled to discount

Basketball season is almost here and faculty and staff are reminded they can receive a 10 percent discount on reserved season bench tickets. Fill out the application below or stop by the Memorial Hall ticket office to submit applications. For more information, call 372-2762.

1988-89 BASKETBALL TICKET APPLICATION						
Name						
Street						
City	State	Zip				
Telephone Number						
If full-time BGSU employee, check below and give dept.:						
<input type="checkbox"/> Faculty <input type="checkbox"/> Staff <input type="checkbox"/> Department						
1987 Season Ticket Holder? <input type="checkbox"/> Yes <input type="checkbox"/> No						
1988 Falcon Club Member? <input type="checkbox"/> Yes <input type="checkbox"/> No						
Method of payment (check one)						
<input type="checkbox"/> Cash (check enclosed) <input type="checkbox"/> University Charge Account						
MasterCard Account Number						
Visa Account Number						
Authorization Number						
Card Expiration Date						
Amount To Be Charged						
Date						
Signature						
ORDER SEASON TICKETS BELOW (13 HOME GAMES)						
	No.	Chair	No.	Bench	Am.	Office Use
General Public		\$75.00		\$65.00		
BGSU Faculty Staff		\$75.00		\$59.00		
ORDER INDIVIDUAL GAME TICKETS BELOW						
Nov. 26	Siena			\$5.00		
Nov. 30	DePauw			\$5.00		
Dec. 8	Findlay			\$5.00		
Dec. 21	Wright St.			\$5.00		
Dec. 30	Xavier			\$5.00		
Jan. 14	Ball State			\$5.00		
Jan. 21	W. Mich.			\$5.00		
Jan. 28	C. Mich.			\$5.00		
Feb. 1	E. Mich.			\$5.00		
Feb. 8	Kent St.			\$5.00		
Feb. 15	Miami			\$5.00		
Feb. 22	Ohio U.			\$5.00		
Mar. 4	Toledo			\$5.00		
PLUS RETURN POSTAGE & HANDLING					\$2.00	
TOTAL REMITTANCE						
Postage and handling must be included with all orders. Detach and Mail with Remittance to: MEMORIAL HALL TICKET OFFICE, BGSU, BOWLING GREEN, OH 43403. At Sales Final. No refunds or exchanges permitted. Athletic Ticket Office (419) 372-2761						

Olskamp to speak on 'The Educated Person'

President Olskamp will discuss "The Educated Person: Changing Concepts Past - Present - Future" at 7:30 p.m. Tuesday (Nov. 15) in 220 Math Science Building.

Moderator for the discussion is Dr. Richard Hebein, romance languages, with Dr. Paul Haas, economics, and Dr. Richard Carpenter, professor emeritus of English. The program is being sponsored by the American Association of University Professors. It is open to the public and the audience is invited to participate in the discussion.

Submit Fee Waivers

The bursar's office reminds employees that employee and dependent fee waivers for spring semester should be submitted as soon as possible.

Classified Employment Opportunities

The following classified positions are available:

Employee promotional examinations
Posting expiration date for University employees: before 4 p.m. Nov. 23.

11-88-1 **University Law Enforcement Officer 3**
Pay Range 31
Public Safety

11-88-2 **University Law Enforcement Officer 3**
Pay Range 30
Public Safety

An examination will be given for the above classification. Candidates will be ranked based on test scores and experience, and an eligible list will be established. As vacancies occur, names are referred from the list. Employees may apply and take the examination even if currently in a probationary period.

New vacancies

Posting expiration date for employees to apply: noon, Friday, Nov. 18. Employees bidding on the listed positions are asked to please take note of the posting deadline. (* indicates that employees from within the department are bidding and being considered for the position.)

11-18-1 **Clerk 2**
Pay Range 3
Bursar's office

11-18-2 *** Medical Lab Technologist 1**
Pay Range 30
Health Service
Academic year, part-time

Faculty/staff positions

The following faculty positions are available:

English: Assistant (associate) professor (anticipated). Contact Lester E. Barber (2-2576). Extended deadline: Dec. 1; also, chair. Contact Alice Calderonello (2-2576). Deadline: Nov. 15; also, instructor. Contact Lester E. Barber (2-2576). Deadline: March 10.

Finance and Insurance: Assistant/associate professor. Contact Stephen E. Skomp (2-2520). Deadline: Dec. 1.

Psychology: Assistant professor. Contact the psychology department (2-2301). Deadline: Nov. 18.

Romance Languages: Instructor (temporary, full-time). Contact Diane Pretzer (2-2667). Deadline: Jan. 1.

Center in need of caring, volunteer 'parents'

The Children's Resource Center is looking for faculty and staff who would be interested in participating in its Professional Parenting Homes Program, an outreach to children who have problems getting along in a family and community.

Professional parents will receive training, supervision, salary and support in order to

provide the kind of intensive treatment these children need. Parents will be paid \$30 per day for every day a child is in the home, and will receive supervision and support from the center.

For more information about the program, call the center at 352-7588.

Datebook

Monday, Nov. 14

PH.D. Final Exam, "Anomalous Dominance, Immune Disorders, and Ability Patterns," by Deborah A. Rich, psychology, 10 a.m., 2nd floor conference room, Psychology Building.

PH.D. Final Exam, "Relationship Between Auditory and Visual of Hemispheric Language Specialization," by Annette J. Krutsch, noon, 2nd floor conference room, Psychology Building.

Lecture, "Aging in America," by Dr. John Hittner, Jr., gerontology, noon, East Lounge, Firelands College.

Minority Career Search Experience, Chris Bardwell, City Colleges of Chicago, will give the keynote address, 3 p.m., Lenhart Grand Ballroom, University Union.

Fiction Reading, Tony Ardzzone will read from some of his works, 3:30 p.m., 150A Jerome Library.

WBGU-TV Program, "Ohio Business Outlook," host George Howick takes a look at Christmas toys manufactured in Ohio, 5:30 p.m., Channel 27.

Authors and Artists Reception, 7:30-9:30 p.m., conference room, Jerome Library. There will be a brief presentation at 8 p.m. Sponsored by the Friends of the University Libraries and the Center for Archival Collections.

Geology Lecture, discussing geologic research in the Rocky Mountains, by Dr. James R. Steidtmann, University of Wyoming, 7:30 p.m., 70 Overman Hall.

Lecture, "Hope is the Seed of Liberation," by Oscar Chacon, 7:30 p.m., St. Thomas More University Parish.

Lecture, "Conservation of Pandas and Other Critically Endangered Species of China," by Dr. Timothy A. Reicheard, veterinarian for the Toledo Zoo, 7:30 p.m., 515 Life Sciences Building. Free. Sponsored by the Center for Environmental Programs.

International Film Series, "The First Polka," 8 p.m., Gish Film Theater, Hanna Hall. The film is either dubbed or in the original language with subtitles. Free.

Tuesday, Nov. 15

Exhibition Game, Women's basketball vs. Mexican National, 5:30 p.m., Anderson Arena. Adult tickets are \$2, youth/student tickets are \$1 and All-Sports Pass holders are admitted free.

WBGU-TV Program, "University Forum," host Michael Marsden talks with University graduate Dr. James Steidtmann about his geological work on the Wind River Range in Wyoming, 5:30 p.m., Channel 27.

Firelands Concert, performed by the Brass Choir, 7:30 p.m., McBride Auditorium, North Building, Firelands College.

American Association of University Professors, discussion of "The Educated Person: Changing Concepts Past, Present, Future," with University President Paul Olskamp, 7:30 p.m., 220 Math Sciences Building.

Exhibition Game, Men's Basketball vs. Zadar-Yugoslavia, 8 p.m., Anderson Arena. Adult tickets are \$2, youth/student tickets are \$1 and All-Sports Pass holders are admitted free.

Student Composers Forum, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Theatre Production, "Twelfth Night," 8 p.m., Eva Marie Saint Theatre, University Hall. For ticket information, call 372-2719.

Planetarium Show, "The Mars Show," 8 p.m., University Planetarium. \$1 donation suggested.

Progressive Student Organization Meeting, 9 p.m., United Christian Fellowship Center, 313 Thurston. Everyone welcome.

Wednesday, Nov. 16

Biology Seminar, "Clark's and Western Grebes: Sibling Species of Colour Phases?" by Dr. Robert W. Storer, Museum of Zoology, University of Michigan, 3:30 p.m., 112 Life Sciences Building.

Chemistry Seminar, "Recent Advances in Organo-Metallic Chemistry," by Richard Adams, chemistry, University of South Carolina, 4:30 p.m., 121 Hayes Hall.

WBGU-TV Program, "Art Beat," with host Marcia Brown, 5:30 p.m., Channel 27.

Faculty Artist Series, presents a clarinet recital by Edward Marks, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Theatre Production, "Twelfth Night," 8 p.m., Eva Marie Saint Theatre, University Hall. For ticket information, call 372-2719.

Thursday, Nov. 17

G.A.S.P., gathering of administrative staff, 5-7 p.m., Cassidy's restaurant.

WBGU-TV Program, "Time Out," host Larry Weiss talks to Moe Ankney and Chuck Nagle, 5:30 p.m., Channel 27.

Concert, performed by the Jazz Lab Bands, 8 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

Campus Movie, "Moby Dick," 9 p.m., Gish Film Theater, Hanna Hall. Free.

Friday, Nov. 18

Graduate Student Lunch, noon, United Christian Fellowship Center, 313 Thurston. \$1 for lunch.

Conference on Violence, Terrorism and Justice, featuring eight speakers, Miletu Alumni Center, through Saturday (Nov. 20). Friday's session starts at 2:30 p.m. and Saturday and Sunday's sessions start at 9 a.m. Free. Sponsored by the Department of Philosophy.

Faculty Open House, 4 p.m., Pheasant Room, University Union.

Men and Women's Swimming, vs. Kenyon, 4 p.m., Cooper Pool, Student Recreation Center.

WBGU-TV Program, "Viewpoint," host Larry Whatley discusses radon gas in your home, 5:30 p.m., Channel 27.

Theatre Production, "Twelfth Night," 8 p.m., Eva Marie Saint Theatre, University Hall. For ticket information, call 372-2719.

UAO Weekend Movies, "Planes, Trains and Automobiles," at 8, 10 and midnight, 210 Math Sciences Building. Admission is \$1.50 with University I.D.

Planetarium Show, "The Mars Show," 8 p.m., University Planetarium. \$1 donation suggested.

Saturday, Nov. 19

Ohio Environmental Council Presentation, "20,000 Leaks Under Ohio," 9 a.m., 112 Life Sciences Building. Free. Sponsored by the Bowling Green League of Women Voters and The Center for Environmental Programs.

Trombone Conference, "Trombonanza," 9:30 a.m.-5:30 p.m., Bryan Recital Hall, Moore Musical Arts Center. Fee is \$2 for the entire day of events. A 1:30 p.m. performance by the Trombone Ensemble is free.

Swimming, vs. Eastern Michigan, women start at noon, men start at 2 p.m., Cooper Pool, Student Recreation Center.

Planetarium Show, "The Mars Show," 2 p.m., University Planetarium. \$1 donation suggested.

Theatre Production, "Twelfth Night," 2 p.m. and 8 p.m., Eva Marie Saint Theatre, University Hall. For ticket information call, 372-2719.

Concert, performed by the Fall Wind Ensemble and Concert Band, 8 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

UAO Weekend Movie, "Planes, Trains and Automobiles," at 8, 10 and midnight, 210 Math Sciences Building. Admission is \$1.50 with University I.D.

Sunday, Nov. 20

Concert, performed by the Falcon Marching Band, 3 p.m., Anderson Arena. Admission is \$3 for adults and \$2 for students and senior citizens.

Planetarium Show, "The Mars Show," 7:30 p.m., University Planetarium. \$1 donation suggested.

Concert, performed by the Bowling Green String Quartet, 8 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

Monday, Nov. 21

Conference, "Reach Out and Explore the Sciences," 8:30 a.m., Lenhart Grand Ballroom, University Union. Fee required.

Lecture, "Brecht's 'Functional Value' for Posterity," by Heinz-Uwe Haus, a theater director in the German Democratic Republic, 6:30 p.m., Gish Film Theater, Hanna Hall. Sponsored by the departments of English, German, Russian and East Asian Languages and Theatre.

International Film Series, "Sugar Baby," 8 p.m., Gish Film Theater, Hanna Hall. The film is either dubbed or in the original language with English subtitles. Free.